

ARUBA

Esso



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOL. 45 - No. 2

FEBRUARY 1984

Lago wins Safety Award of Honor



Above, National Safety Council's "Award of Honor" plaque. Lago was granted this award for operating 3.8 million employee-hours without an on-the-job disabling injury (May 6, 1982 to November 13, 1983).

Mr. Juan Yañes, General Manager of Esso Caribbean and Central America, presents the National Safety Council's Award of Honor to Mr. Antonio Cavallaro.

Noise and your Hearing ...

NOISE ... what is it, really?

Simply put, noise is unwanted sound. Technically, it is a form of vibration which may be conducted through solids, liquids or gases. It is a form of energy in the air ... invisible vibrations that enter the ear and create a sensation. Almost every conceivable kind of sound can, at one time, be welcome and at another time be disliked.

HEARING LOSS ... what are the signs?

Continuous exposure to high noise can cause hearing loss. Normally, this can be a long process which may go unnoticed for several years. Some of the first signs of hearing problems are: ringing in the ears; asking people to repeat what they have said; others complaining that you are talking too loud or that the radio or TV set is blaring; "cupping" the hand to the ear and, finally lip-reading.

Several areas in the Lago refinery are designated as high noise areas based on readings taken with the aid of a

precision sound measuring instrument. Decibels (dBA) are the units that measure the loudness of sound. If the noise exceeds the 85 dBA level, hearing protection should be used to avoid damage to your hearing.

EAR PROTECTION how does Lago protect its employees against hearing loss?

Noise level surveys are conducted periodically, and employees are informed of the need to wear ear protection when necessary. In the high noise areas in the refinery a sign "Use Ear Protectors" is posted. Employees, contractors and visitors must wear ear protection at all times while in these areas.

Ear plugs and muffs are available at the Central Tool Room and also in all field offices.

Your hearing is one of your most precious possessions. You need it for learning, for communication, for safety and for pleasure. Protect it by wearing ear plugs in noisy areas. Use ear protection as though your hearing depended on it because IT DOES!

ARUBA

Lago Oil & Transport Co., Ltd.
Lago, Netherlands Antilles

Editor: Mrs. Cornelia Sloterdijk
 Translation to Papiamentu by: Mr. G.W. Bosse
 Photographs by: Joe's Photography Service
 Printer: Verenigde Antilliaanse Drukkerijen N.V.

Boroto y bo Oido ...

BOROTO ta kiko e ta, verdaderamente? Bisá facilmente, boroto ta un zonido no desea. Technicamente, e ta un forma di vibracion cu por wordo conductá door di solidonan, liquidonan y gasnan. E ta un forma di energia den aire vibracionnan invisible cu ta drenta den orea y ta crea un sensacion. Casí cada tipo di zonido cu ta wordo tendí por wordo gustá un biaha y disgustá un otro biaha.

PERDIDA DI OIDO kiko ta e indicacionnan? Contacto continuo cu boroto fuerte por causa perdida di oido. Normalmente, esaki por ta un proceso largo cu por continua pa varios aña sin wordo notá. Algun di e indicacionnan di problema cu oido ta orecnan cu ta "ring"; pidi hende pa repiti loke nan a bisa; otronan ta keha cu bo ta papia mucho duro of cu volumen di radio of television ta hopi halto; "cup" man tras di orea y, finalmente, lesamento di lip.



Guillermo Tromp and Haime Thijsen, both of Fuels, using two different types of ear muffs in a high noise area in the refinery.

Varios arcanan den e refinaria di Lago ta designa como arcanan cu boroto fuerte basá ariba indicacionnan cu a wordo obteni cu e ayudo di un instrumento di precisión cu ta midi zonido. Decibelnan (dBA) ta e unidadnan cu ta midi con duro e zonido ta. Si e zonido ta mas halto cu e nivel di 85 dBA, proteccion pa oido mester wordo uzá pa evita daño di bo oido.

PROTECCION DI OREA con Lago ta proteha su empleadonan contra perdida di oido?

Inspeccionnan pa nivelnan di zonido ta wordo haci periodicamente, y empleadonan ta wordo informa tocante e necesidad di bisti proteccion pa orea ora ta necesario.

Den e arcanan den refinaria unda cu tin boroto hopi fuerte, tin un borchí poní cu ta bisa "Use Ear Protectors" ("Uza Protectornan pa Orea"). Empleadonan, contraistanan, y bishitantenan mester bisti proteccion pa orea durante henter e tempo cu nan

ta den areanan aki. "Plug" nan pa orea y "ear muf" nan ta obtenible na e Central Tool Room y tambe na tur e oficinanan den "field."

Bo oido ta un di bo posesionnan mas precioso. Bo tin mester di dje pa siña, pa comunica, pa seguridad y pa placer. Protché door di bisti "plug" nan pa orea den arcanan unda cu tin boroto fuerte. Uza proteccion pa orea como si fuera bo oido ta depende di dje pasobra e ta depende di dje.



Mr. Antonio Cavallaro, Lago's General Manager, cuts the ribbon to officially inaugurate the renovated Storehouse. Present are Storehouse employees and colleagues from Mechanical, Technical and Controller's who had helped to make the renovation possible, in record time.



Joaquin Groes proudly displays the original painting of the January Esso News cover which was given to him by members of the Management Committee as one of his retirement gifts. For more than 40 years, Joaquin was a symbol of man's dedication to his job. In 1943 he started with Lago as a Messenger "B" in the then Industrial Relations Department and he was acting Process Manager at the time of his retirement. Joaquin served on numerous committees and was a member of various CWA negotiating teams and a long standing member of the SOC. Now he is enjoying a well-earned retirement. Pabien, Joaquin, and muchas gracias!

PROMOTIONS



Teodoro Tromp
Shift Supervisor
Operations



Tirso F. Felix
Shift Supervisor
Operations



Jose M. Yarzagaray
Shift Supervisor
Operations



Federico F. Lacle
Shift Supervisor
Operations



Juan E. Croes
Shift Supervisor
Operations



David Mendes
Technician 3
Technical



Nelson Goeloe
Technician 3
Technical



Tin Keng Lee
Supv. Printing Plant
Administrative



Irmin Kingsale
Supv. Mat'l's Disp. Opera.
Administrative

PABIEN!

New faces



Rosalena Wong comes to Lago with a B.A. degree in Accounting from St. Leo's College.



Bernardo A. Lanoy is a graduate of the University of the Netherlands Antilles and holds a B.S. degree in Electrical Engineering.

Welcome

Administrative Dept.

Technical Dept.



The refurbished Esso Club Soda Bar was opened on February 10. This facility now offers a wide choice of lunches to our employees in a pleasant, relaxing atmosphere.



Captain Henry H. Hooyer, who recently left Aruba after a two-year assignment mainly to train pilots here, proudly presents a copy of a book written by him on the art of shiphandling to Operation Manager Bob Naugle. Captain Hooyer graduated from Nautical College, Amsterdam, The Netherlands, in 1947. After a seafaring career of twelve years, he became involved in shiphandling as harbor master in West New Guinea, as a harbor pilot at Aruba, as a mooring master at Sidon, Lebanon, and as a senior harbor pilot at Ras Tanura, Saudi Arabia. He also taught for two years at the Shiphandling Training Center in Grenoble, France.

Outstanding Officer Program ...

"Man of the Year" is a familiar term in the Aruban Community, but "Officer of the Year" may raise many a query. Nonetheless, Lago's Industrial Security Department now proudly boasts an "Officer of the Year" in the person of Ronald N. Leito.

In 1983, the Industrial Security Department initiated an Outstanding Officer Program which is designed to stimulate professional development, individually and collectively, and to recognize top officer performance. Quarterly, three officers are selected as candidates based on recommendations provided by the shift lieutenants. These officers are then interviewed by an Oral Review Board consisting of the Security Administrator, the Security Captain and one management member from another department, usually a manager. The candidates are examined in subjects covered in the Industrial Security Manual and in general practical work habits. The one who performs best in this interview becomes the Officer of the Quarter and receives a plaque which finds a home in the Industrial Security Headquarters. Officer Leito captured not only the "Officer of the Quarter" title but was also chosen "Officer of the Year."

With this Program, Industrial Security provides its personnel with an incentive for motivation, enthusiasm, dedication in one word: High Performance.

Programa di e Oficial cu ta Sobresali ...

"Homber di Aña" ta un termino familiar den e Comunidad Arubiano, pero "Oficial di Aña" ta algo cu no ta mucho conoci. Sin embargo, Lago su Departamento di Seguridad Industrial awor orguyosamente ta anuncia e "Oficial di Aña" den e persona di Ronald N. Leito.

Na 1983, e Departamento di Seguridad Industrial a



General Manager A. Cavallero presents engraved plaque to Ronald N. Leito while Security Administrator Bill Crenshaw and Captain Frederick Brooks look on.

inicia un Programa di Oficialnan Sobresaliende cu ta diseña pa stimula desaroyo profesional, individualmente y colectivamente, y pa reconoce e oficial cu ta cumpli mihor cu su trabao.

Cada trimester, tres oficial ta wordo selecta como candidatonan, basá ariba recomendacionnan cu ta wordo duná door di e tenientenan di warda. E oficialnan aki ta wordo entrevistá door di un "Oral Review Board" cu ta consisti di e Administrador di Seguridad, e Capitan di Seguridad y un miembro di gerencia di un otro departamento, normalmente un manager. E candidatonan ta wordo examina den topiconan cu ta wordo cubri den e Manual di Seguidad Industrial y den costumbrnan general y practica di trabao. Esun cu sali for di e entrevista como esun mihor, ta bira "Oficial di Trimester" y ta ricibi un placate cu ta haya su lugar den e oficina principal di e Departamento di Seguridad Industrial. Oficial Leito a capturá no solamente e titulo di "Oficial di Trimester", sino tambe a wordo scohi como "Oficial di Aña."

Cu e programa aki, Seguridad Industrial ta ofrece na su personal un incentivo pa motivacion, entusiasmo, dedicacion cu poco palabra: trabao di calidad halto

Reducing Costs

Keeping costs at a minimum is always important to a healthy organization, but cutting costs during this difficult transition period is not only important, it is essential if we are to improve our competitive position and insure gainful employment. With this in mind, there can be no doubt that each employee should set his own personal cost reduction goal. To assist you in this, we offer the following tips:

- First of all, recognize that costs can be cut
- Identify unnecessary costs.
- Develop and contribute constructive ideas
- Relate cost reduction ideas to your supervisor
- Assist in cost reduction activities.
- Above all, BE COST CONSCIOUS!

Reduciendo gastonan

Tene gastonan na un minimo semper ta importante pa un organizacion sano, pero reduccion di gastonan durante e periodo dificil di transicion no solamente ta importante pero tambe esencial si nos kier mehora nos posicion competitivo y sigurá empleo ventahoso. Teniendo cuenta cu esaki no por tin duda cu cada empleado mester pone su mesun meta pa reduci gastonan. Pa asisti bo den esaki, nos ta ofrece e siguiente tipnan:

- Prome cu tur cos, reconore cu gastonan por wordo reduci.
- Identifica gastonan innecesario.
- Desaroya y contribui na ideanan constructivo.
- Conta bo supervisor tocante ideanan pa reduci gastonan.
- Asisti den actividadnan cu ta reduci gastonan.
- Mas cu tur cos, SEA CONSCIENTE DI GASTONAN!

JANUARY.....

Safety is

for Winners



Alwin H. Sluier -
Car Stereo



Deoniso Henriquez -
35 mm Camera



Darren Antonie -
Ice Chest



Isildo Kelly -
Clock Radio



Ephraim I. Giel -
13" Color T.V.



William Woodley -
Gift Certificate



Mario Kelly -
Gift Certificate



Luis H. Rasmijn -
Vacuum Cleaner



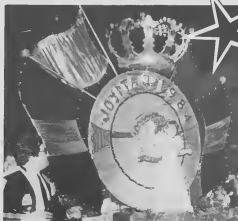
Joseph R. Caton - Wall Clock

Seguridad

Ganadoman

ta pa

NOTE: Not shown is Joseph C. Peterson who won a Juice Extractor.



Aruba

Tivoli

Club

stars presents



SPECTACULAR

LIGHTING
PARADE



Papiando di Salud ...

Pa Dr. Larry Crook

Den un estudio pa determina algun di e irregularidadnan medico mas comun den nos grupo di empleadonan, nos stal medico recientemente a completa un revison di e archivo medico di cada empleado na Lago. Ata aki e resultadonan ...

Hipertension

E irregularidad chronico aki, cual ta asocia cu un riesgo grandi pa malesa di curazon, bloqueo di ademan cu ta hiba sanger pa e sesonan y layo di riñonan ta wordo encontra den uno di cada cuatro empleado di Lago. Comemento di hopi salo, falta di ejercicio, presion, y especialmente gordura ta causanan importante di hipertension. Tratamento ta involvi correccion di e causanan aki y tumamento di remedi.

Diabetes Mellitus

E malesa aki, den cual tin mucho sucu den sanger, ta wordo encontra den cinco por ciento di e empleadonan di Lago. E tipo mas comun aki ta diabetes Tipo II. Normalmente, e ta cuminsa na edad adulto, ta asocia cu gordura y no ta requeri inyeccionnan di insulina. Tratamento ta involvi cambio di dieta, bahamento di peso, y tumar remedi si ta necesario.

Gordura

E irregularidad medico aki ta alarmentamente comun entre nos empleadonan. Sesenta-y-cinco por ciento di e empleadonan masculino y cuarenta por ciento di esnan femenino ta pisa mas cu nan pesonan ideal. Esaki kier men cu cada empleado ta carga un peso promedio di 18 libras extra, cu un total di 9 ton di peso dimas! Gordura ta conduci na hipertension, diabetes, enfermidad di curazon y bloqueo di ademan cu ta hiba sanger pa e sesonan y ta haci otro irregularidadnan chronico, manera arthritis y dolor di lomba, hopi mas pio.

Problemanan di lomba y ligamentonan

E grupo di malesanan aki ta basta comun, especialmente entre e hendenan di edad avansa y cu ta pisa dimas. Trinta por ciento di nos empleadonan tin dolor di lomba chronic. E ligamentonan cu mas ta wordo afecta ta nudarian, heupnan y enkelnan.

Humamento

Sorprendentemente, 37 por ciento di empleadonan masculino y 20 por ciento di esnan femenino ta huma. Mas preocupante ainda ta e proporcion halto di e empleadonan mas joven cu ta huma. Humamento ta un di e cosnan mas malo cu un persona por haci pa su salud. E ta asocia cu enfermedad di curazon, malesa di pulmonnan, y por lo menos tres diferente tipo di cancer.

Irregularidadnan di wowo

Pterygium, cual ta un crecimiento benigno ariba e parti blanco di wowo ta basta comun akinan, y ta wordo haña cerca 20 por ciento di e empleadonan. Glaucoma, cual ta wordo causa door di aumento di presion paden di e wowo, tambe ta basta comun.

Kiko nos ta siña di loka a wordo menciona cu mayoria di e problemanan medico comun cu nos ta topa akinan, por wordo preveni of modifica.

Notanan di Dr. Larry Crook: "Cosnan mas importante cu tur hende por haci pa mantene un bon salud ta come apropiadamente, mantene un bon peso di curpa, haci ejercicio regularmente, come menos salo y evita sigarianan.

Health Corner

By Dr. Larry Crook

In an effort to determine some of the most common medical disorders in our employee group, our medical staff recently completed a review of the medical record of every employee at Lago. Here are the results

Hypertension

This chronic disorder, which is associated with a high risk of heart disease, stroke, and kidney failure, is found in one out of every four Lago employees. A high salt intake, lack of exercise, stress, and especially obesity, are important causes of hypertension. Treatment involves correcting these causes, and taking medication.

Diabetes Mellitus

This disease, in which there is too much sugar in the blood, is found in five percent of Lago employees. The most common type here is Type II diabetes. It usually begins in adulthood, is associated with obesity, and does not require insulin shots. Treatment involves changing the diet, losing weight, and taking medications if needed.

Obesity

This medical disorder is alarmingly common among our employees. Sixty five percent of the male and forty percent of the female employees are above their ideal weights. This means that, on the average, every employee is carrying eighteen extra pounds, for a total of nine tons of excess weight! Obesity leads to hypertension, diabetes, heart disease and stroke; it makes many other chronic disorders, such as arthritis and back pain, much worse.

Back and Joint Problems

This group of diseases is quite common, especially among the older, overweight employees. Thirty percent of our employees have chronic back pain! The joints most commonly involved are the knees, hips, and ankles.

Smoking

Surprisingly, 37 percent of male employees and 20 percent of the females smoke. Even more worrying is the high proportion of younger employees who smoke. Smoking is one of the worst things a person can do for his/her health. It is associated with heart disease, lung disease, and at least three different kinds of cancer.

Eye Disorders

Pterygium, which is a benign growth on the white part of the eye, is quite common here, seen in twenty percent of employees. Glaucoma, which is caused by increased pressure inside the eye, is also quite common.

What do we learn from the above that most of the common medical problems found here can be prevented, or modified.

Notes Dr. Larry Crook: "Important things everyone can do to maintain good health are to eat properly, maintain a good body weight, exercise regularly, decrease the intake of salt, and avoid cigarettes."





**The very
Young**



**The not
so Young**



**They all
enjoyed**



**THE
CHILDREN'S CARNIVAL**



ARUBA NEWS

VOL. 45 - NO. 3 - MARCH 1984

thirty years



ARUBA CARNIVAL



ARUBA

Lodge Oil & Transport Co., Ltd.
Aruba, Curacao, Surinam

Editor: Mrs. Cornelia Sloterdijk
 Translation to Papiamentu by: Mr. G.W. Bosse
 Photographs by: Joe's Photography Service
 Printer: Verenigde Antilliaanse Drukkerijen N.V.

Gasoline can be dangerous

Gasoline is an important part of our lives. We need it for our cars and trucks, for lawn mowers, for boats and motorcycles. However, gasoline can be dangerous if not handled properly. Gasoline is extremely flammable. Gasoline vapors may also be harmful to your health. Most people using gasoline in normal situations (like pumping gasoline into their cars) do not experience any of the symptoms listed in this paragraph. However, inhaling gasoline vapors can cause dizziness or irritated eyes, nose, and throat. A high concentration of vapors can cause headache, flushed face, nausea, mental confusion and depression, loss of appetite, slurred speech, and difficulty in swallowing. Extremely high concentrations of gasoline vapors can lead to vomiting, convulsions, coma, and death. Getting gasoline on your skin may also cause the same problems as inhaling gasoline vapors.

Studies with laboratory animals have shown that gasoline vapors caused kidney damage and kidney cancer in rats and liver cancer in mice. As far as scientists now know, low-level or infrequent exposure to gasoline vapors is unlikely to be associated with cancer or other serious diseases in humans. However, in light of the above information, you should take the precautions outlined in this article.

Keep gasoline away from heat, sparks, and flame. Gasoline catches fire and burns very easily. Gasoline vapors may explode.

- Do not smoke when handling gasoline.
- Do not use gasoline indoors.
- Use only as a motor fuel. Do not use gasoline for any other purpose.
- Put gasoline in a small engine (like a lawn mower) only when the engine and attachments are cool.
- Do not store or use gasoline near a furnace, hot water heater, or anything with a pilot light. Store

only in a well-ventilated area, away from your living quarters.

- Store gasoline only in approved containers that are clearly labeled. Never store gasoline in glass or unapproved plastic containers
 - Turn off your car engine before filling the gas tank.
 - Do not mix even small amounts with kerosene
 - Do not use in kerosene heaters or lamps.
- Avoid prolonged breathing of vapors.**
- Keep your face away from the nozzle and gas tank when filling your car's gas tank.
 - Keep away from container opening.
 - Use gasoline only in an area that gets plenty of fresh air.
 - Keep gasoline containers closed when not in use
 - Do not overfill gas tank. Make sure the gas cap is put back on when your gas tank has been filled

(cont. on page 3)

Gasolin por ta peligroso

Gasolin ta forma un parti importante di nos bidadan. Nos tin mester di dje pa nos autonnan y trucknan, pa machinnan cu ta corta yerba, pa botonan y motocicletanan.

Sinembargo, gasolin por ta peligroso si e no wordo uza correctamente. Gasolin ta pega candela masha lihe. Vapornan di gasolin por haci daño na bo salud tambe. E industria petrolero kier pa bo uza gasolin mas sigur cu ta posible.

Mayoria di hende cu ta uza gasolin den situacionnan normal (manera yena gasolin den nan autonnan) no ta experiancia ningun di e symptomnan cu ta wordo menciona akinan. Sinembargo, respiracion di vapornan di gasolin por causa hiramento di cabez of iritacion di wowonan, nanishi y garganta. Un concentracion halto di vapornan por causa dolor di cabez, cambio den color di cara, mariamento, confusion mental y depression, perdida di apetit, cambio di voz y dificultad cu gulimento.

Concentracionnan sumamente halto di vapornan di gasolin por causa sacamento, convulsionnan, coma y morto. Si gasolin cai ariba ho cuero e por causa e mesun problemnan cu ora bo respira e vapornan di gasolin. Estudionan cu animalnan den laboratorio, a muestra cu vapornan di gasolin a causa daño na rionnan y a causa cancer di rion cerca djakanan y cancer di higra cerca ratonnan.

Asina lew cu científiconan si awor, ta improbable cu contacto infrecuente of na un nivel hopi abao ta asocia cu cancer of otro malesanan serio den humanonan

(cont. riba pag. 3)



DO tank your car the correct way to avoid gas fumes.

DANGEROUS ...*(cont. from page 2)*

Do not put gasoline in your mouth - gasoline can be harmful or fatal if swallowed.

- NEVER siphon gasoline by mouth
- If someone swallows gasoline, do **not** induce vomiting, call a doctor immediately

Keep gasoline away from your eyes and skin.

Gasoline may cause eye and skin irritation. Gasoline may be absorbed through the skin and cause the same problems as breathing gasoline vapors.

- NEVER use gasoline to wash your hands.
- If you get gasoline on your skin, wash promptly with soap and water or use a waterless cleaner.
- If you get gasoline in your eyes, flush eyes for 15 minutes with clean water.
- Remove gasoline-soaked clothing and launder before reusing.

Keep gasoline where children cannot reach it.

PELIGROSO ...*(cont. di pag. 2)*

Suembargo relaciona cu e informacion cu a wordo duná, bo mester tuma precaucionnan cu ta wordo menciona den e articulo aki

Tene gasolin lew for di cos of lugarnan cayente, candela y "sparks" (chispa)nan.

Gasolin ta pega candela y ta kima masha facil mes. Vapornan di gasolin por explota.

- No lumina ora bo ta uza gasolin.
- No uza gasolin padén di cas of den cuarto.
- Uza gasolin solamente como combustible. No uzé pa otro cos.
- Yena gasolin den un motor chiquito (manera un machin pa corta yerba) solamente ora e motor y otro partinan ta frieuw.
- No warda of uza gasolin cerca di un forno, un "heater" pa awa cayente, of cualquier cos cu tin un "pilot light". Warda gasolin den un area unda cu un bon ventilacion y lew for di bo cas.
- Warda gasolin den un container aprobá cu ta marcá claramente
- Nunca warda gasolin den containernan di glas of di plastic cu no ta aprobá.
- Paga e motor di bo auto prome cu yena e tanki.
- No luma gasolin, ni cantidadernan chiquito, cu kerosin
- No uza gasolin den "heater" of lampinan di kerosin

Evita respiracion prolonga di vapornan.

- Tene bo cara lew for di e "nozzle" y e tanki di gasolin ora bo yena gasolin den e tanki di bo auto
- Tene bo cara lew for di e boca di e container
- Uza gasolin solamente den un area cu ta haña hopi aire fresco.
- Tene e container di gasolin bon será ora cu e no ta wordo uzá.
- No yena e tanki di gasolin dimas y sera e tanki bon ora bo caba.

No hinca gasolin den bo boca - gasolin por haci daño of por ta fatal si bo gullé.

- Nunca chupa gasolin bo boca
- Si un hende guli gasolin, no poné saca; yama un docter inmediatamente.



DO use a safety can to store gasoline.

No laga gasolin mishi cu bo wowonan of bo cuero. Gasolin por irrita bo wowonan y cuero. Gasolin por wordo absorba door di bo cuero y por causa e mesun problemanan cu bo ta experienciá ora bo respira vapornan di gasolin.

- Nunca uza gasolin pa laba man.
- Si gasolin cai ariba bo cuero, labé di biaha cu habon y awa of cu un "waterless cleaner". Si gasolin cai den bo wowonan, "flush" bo wowonan pa 15 minuut cu awa limpi.
- Kita paña cu ta muha cu gasolin y labé prome cu e wordo uzá atrobe.

Warda gasolin unda muchanan no por yega na dje.

Lago's Marketing Operations

One of the Lago operations which takes place outside of the refinery area is marketing; nonetheless, it is a vital link in the chain of services provided to the public. Our marketing section covers the following areas:

Airport Refueling

The Airport Refueling Operation handles all aircraft calling at the Reina Beatrix International Airport. The large aircrafts take turbo jet fuel, while smaller aircrafts, such as those operated by Oduber Aviation, take avgas. On the average about 740 aircrafts are fueled here each month.

Bunkering

The Bunkering Operation handles all bunker requirements in the San Nicolas and Oranjestad harbors, as well as some calls in Willemstad, Curaçao. Numerous grades of bunker fuel oil (different viscosities), marine diesel oil and marine gasoil are supplied. In addition, at the request of vessels, marine lube oils may be supplied. Approximately 120 vessels are bunkered each month.

Landtrade

Aruba landtrade is mostly done through the Esso Service Stations. It provides the local market with gasolines, diesel, kerosene, LPG, batteries, tires and other accessories. There are nine Esso service stations in Aruba.

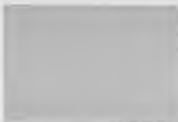
Marketing is part of the Operations Programming and Marketing Department headed by John Every.

FEBRUARY ...

Seguridad es lo primero



Candelario G. Navas
Sewing Machine



Richard A. Sweetnam
Electric Tool Kit



From left to right: Claudio Geerman, Socket Tool Set;
William A. Cangietier, Deluxe Beauty Set; Alberto A. Rasmijn,
Gift Certificate.



Antolino Ridderstaat
3/8" Electric Drill



Manuel Carrera
Gift Certificate



No photos available for:
Ruperto D. Marin - Paint Sprayer
Reimundo E. Geerman - Kerosene Lantern
Melvin A. Fingal - Hedge Trimmer

Seguridad es lo primero

Creativity



on Display



Interactive use of Computers

Traditionally, the use of computers required the assistance of the computer experts in an organization's "Systems Design and Programming" group. They provided the link between the computer user and the computer itself. Recent advances in computing technology, however, have brought the computer much closer to the user, often eliminating the intermediate step involving the technical expert.

A new way of using computers has been developed where the user communicates via video terminals directly with the computer. The name assigned to this type of computing is interactive computing. It is a two-way conversation between a user who has a problem to solve and the computer. The computer provides an efficient and accurate means for analyzing a problem and presenting the results.

ADVANTAGES

Interactive computing has several advantages such as:

- **USER FRIENDLY.** An interactive computing system is designed for the user, rather than for the computer expert. Mastering the use of this tool requires little training because of the simple commands needed.
- **ACCESSIBILITY.** Interactive computing provides direct access to information stored in computer memories by the user.
- **CONTROL.** Direct communication between user and computer provides full user control over information gathering, analysis and reporting.
- **FASTER RESPONSE TIME.** Interactive computing, by eliminating the intermediate step of the expert between user and computer, substantially reduces the amount of time required to complete any computing task.
- **IMPROVED ANALYTICAL TECHNIQUES.** Interactive computing simplifies complex decision making processes. Problem solving, which previously required lengthy calculations -- many manually performed --, has been made easy.
- **PRODUCTIVITY AND PROFITABILITY.** Interactive computing improves the mechanics of problem solving and produces significant gains in terms of employee productivity and company profitability.



At her computer terminal, Bianca Croes of Lago's Employee Relations Department, retrieving information.

AT LAGO

Interactive computing was introduced at Lago during 1981. Currently over 40 terminals, linked to the IBM system 4341 mainframe computer, serve a population of over 100 engineering professionals and systems analysts.

Uzo Interactivo di Computer

Tradicionalmente, e uzo di computer nan tabata requeri e asistencia di e expertonan di computer di e grupo di "Diseño y Programacion di Systemanan" den un organizacion. Nan tabata forma e coneccion entre e usu cu ta uza e computer y e computer mes. Profesionan recien den tecnologia di computer, suemba go, a traha e computer mas cerca di e usador, hopi biaha eliminando e paso intermedio cu ta involbe e experto tecnico. Un manera nobo a wordo desaroya unda e usador ta comunica via terminalnan di video, directamente cu e computer. E nomber cu a wordo duná na e tipo di computacion aki ta "computacion interactivo". E ta un conversacion entre e usador cu mester resolve un problema y e computer. E computer ta ofrece un manera eficiente y preciso pa analisa un problema y presenta e resultadonan.

VENTAHANAN

Computamento interactivo tin varios ventahanan manera:

- **TRAHA PA E USADOR.** Un sistema di computamento interactivo ta diseña pa e usador, en vez di pa e experto di computer. Poco entrenamiento ta requeri, pa por sifa cu ta uza e instrumento aki, pa via di e orden simpelnan cu mester wordo uzá.
- **ACCESIBILIDAD.** Computacion interactivo ta duná e usador acceso directo na e informacion cu tin wardá den e memorianan di e computer.
- **CONTROL.** Comunicacion directo entre e usador y e computer ta duná e usador control completo ariba e coleccionamiento di informacion, analysis y reportabon.
- **TEMPO DI CONTESTA TA MAS LIHE.** Door di elimina e paso intermedio entre e experto y e usador di e computer, computacion interactivo substancialmente reduci e cantidad di tempo cu ta necesario pa completa cualquier trabao di computacion.
- **TECNICANAN ANALITICO A MEHORA.** Computacion interactivo a simplifica e procesonan complicá di hacimiento di decision. Solucion di problemanan cu antes tabata requeri calculacionnan largo, hopi di nan haci manualmente, a wordo haci facil.
- **PRODUCTIVIDAD Y PROVECHO.** Computacion interactivo ta mehora e mecanicanan di solucion a problema, y ta produci ventahanan significante pa loke ta trata productividad di empleadonan y provecho pa e compania.

NA LAGO

Computacion interactivo a wordo introduci na Lago durante aña 1981. Actualmente mas di 40 terminal, conecta ariba e sistema 4341 "Mainframe" computer di IBM, ta sirbi un cantidad di mas cu 100 profesionalnan di ingenieria y analystanan di sistema.

Lago su operacionnan di marketing

Operacionnan di Lago cu ta funciona pafo di e
operacionnan di marketing, simbolisando e ta un parti
importante di e cadena di servicionan ofreci na e
cliente. Nos seccion di marketing ta cubri e siguiente
tema:

Operacion di Combustible na Aeropuerto

Operacion di "Refueling", esta e suministracion di
combustible na aeropuerto, ta duna servicio na tur avion
de pasajero na e Aeropuerto Internacional Reina Beatrix. E
operacion grandi ta tuma "turbo jet fuel" mientras cu
operacion mas chikito, manera esnan cu Oduher
operacion ta opera, ta tuma "avgas." Un promedio di
unos 740 avion ta tuma combustible akinan cada
dia.

Operacion di Bunkering

Operacion di Bunkering ta tuma na su encargo tur e
mandanan pa combustible den e watinan di San
Nicolas y Oranjestad y tambe algun demanda for di
Galliardstad, Corsow. Varios clase nan di bunker fuel oil
(diferente viscosidadnan), marine diesel oil, y marine
lube oil ta wordo suministra. Adicionalmente, ariba
tercera di e buhardanan, marine lube oil por wordo
suministra. Aproximadamente 120 barco ta wordo
abastecido cu combustible cada luna.

Operacion di Landtrade

Operacion di e parti di Aruba sr "landtrade" ta wordo
operado pa medio di e Esso Service Stations. Landtrade ta
suministra e mercado local cu gasolinan, diesel,
otro L.P.G. (gas), baterianan, tirenan y otro
materialnan. En cualke Esso Service Stations na Aruba.

Operacion di venta ta parti di e "Operations
Marketing and Marketing Department" cu
responsabilidad ta cuibieza pa John Evey.

Health Corner

Heart Attack!!!

Recognize its symptoms

By Dr. Larry Crook

Heart disease is the leading cause of death for both men
and women. Twice as many men and women die from
heart attacks than from all types of cancer combined.
Because of this, it is important that everyone know the
symptoms of a heart attack.

Pain is the most important symptom. The pain is usually
described as dull, aching, or squeezing. It starts slowly,
and may last for hours. It is located in the center of the

chest, and may spread to the arms, the neck, or the upper
part of the abdomen, where it is often mistaken for
indigestion, or heartburn.

The pain is often accompanied by weakness, shortness of
breath, anxiety, nausea, or vomiting. The victim may be
pale, cool, and sweating profusely. Occasionally a victim
will feel dizzy, lightheaded, or may even faint.

The pain may begin at any time, whether the patient is
resting or working, and is not relieved by rest. Often the
victim will walk about trying to find relief.

Heart attacks may occur without pain. This is fairly
common in older people and in diabetics. These people
may have some of the other symptoms listed above, such
as shortness of breath, vomiting or fainting.

There is an important fact to keep in mind about heart
attacks. Over one half of the people who die from heart
attacks do so in the first 60 minutes, before they ever
reach a hospital! So, the most important thing you can
do if you think you might be having a heart attack is to go
to the hospital or clinic as soon as possible.

Papiando di Salud

Atake di Curazon!!!

Reconoce e symptomanan

Pa Dr. Larry Crook.

Enfermedad di curazon ta e causa principal di morto pa
ambos homber y muhernan. E cantidad di homber y
muhernan cu ta muri di atakenan di curazon ta dos
biba mas grandi cu e cantidad cu ta muri di tur tipo di
cancer combiná. Ta pesé, ta importante pa tur hende
conoce e symptomanan di un atake di curazon.

Dolor ta e symptoma mas importante. E dolor ta wordo
describi como dolor cu no ta intenso, cu ta molestia of cu
ta primi. E ta cuminsa poco poco y e por continua pa
oranan largo. E ta localisa den e centro di bo pecho, y e
por sigi pa bo hiasanan, pa e nek of pa e parti ariba di e
abdomen, unda hopi biaha e ta wordo confundí pa
indigestion of pa acido di stoma.

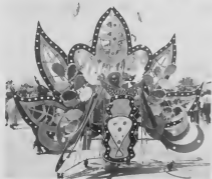
Hopi biaha e dolor ta wordo compaña pa debilidad, falta
di rosea, anshamento, máriamento y sacamento. E
victima por tin un cara descolorá, frieuw y e por ta
sodando hopi. Tin biaha e victima ta sinti cu su cabez ta
bira, e por ta sinti tofiondra of e por hasta cai flauw.

E dolor por cuminsa na cualquier ora, sea, cu e paciente
ta descansando of ta trahando, y no ta wordo aliviá door
di descanso. Hopi biaha e victima lo gana tond pa haña
alivio.

Atakenan di curazon por tuma lugar sin dolor. Esaki ta
basta comun cerca hendenan mas bieuw y diabeticonan.
E hendenan aki por tin algun di e otro symptomanan cu
a wordo menciona ariba, manera falta di rosea,
sacamento of nan por bai for di tino.

Tin un hecho importante cu nos tin di corda tocante
atake di curazon. Mas cu mita di esnan cu ta muri di
atake di curazon ta fayese durante e prome 60
minutnan, prome cu nan yega hospital. Pesé, e cos mas
importante cu bo por haci, si bo ta kere cu bo por ta
hafiando un atake di curazon, ta, pa bai hospital of
clinica mas lihe cu ta posible.

★ CARNIVAL ★



FUN! * *



** LAUGHTER! * *



★ BEAUTY! ★



LAGO OIL & TRANSPORT CO., LTD.
Aruba, Netherlands Antilles

VOLUME 45
NO. 4
APRIL 1984

SPECIAL SAFETY EDITION



President Cavallaro:

"All injuries can be prevented"



President Cavallaro, addressing the safety issue at the four sessions conducted for the Technical and Operations departments.

immediately and take all actions necessary to change course, we will soon run the risk of suffering a major personnel injury, fatality, or operational disaster," said Mr. Cavallaro.

Major and Minor Incidents

Bob Naugle, Manager of the Operations Department, presented a long list of the serious and costly incidents that occurred, together with some of those minor incidents which had the potential of turning into major disasters. During the past eight months, the refinery suffered eight major incidents including a fire at the

cont. on page 2.

Presidente Cavallaro:

"Por preveni tur herida"

"Each of us must make a personal commitment to turn the situation around, and work with much more emphasis on safe and reliable operations." Those were the words of Tony Cavallaro, Lago's General Manager, at the recent Employee Safety Information Sessions held at the Esso Club for the Technical and Operations departments.

That resolute statement conveyed Lago Management's concern for the long list of incidents that have occurred during the latter part of 1983 and especially during February and March of 1984. "Unless we stop this trend

"Cada un di nos mester haci un compromiso personal pa trece cambio den e situacion, y traha cu hopi mas enfasis ariba operacionnan sigur y confiabel". Esey tabata e palabranan di Tony Cavallaro, Lago su General Manager, na e Sesionnan Informativo di Seguridad pa

cont. on page 3



A total of about 800 employees attended the safety sessions.

"ALL INJURIES*cont. from page 1*

primary separator, furnace fires, tank overflows, with a repair cost of over \$ 1,500,000 (one and a half million dollars). The minor incidents included crane accidents, small fires, scaffold collapses, and caustic splashes. Although not costly each on their own, each of them



In his presentation, Operations Department Manager, Bob Naugle, showed color slides of some of the accidents. One of the incidents discussed involved the crane pictured below.



could have been disastrous "with a little twist of fate, a spark, some hydrocarbon nearby, or some other situation," commented Mr. Naugle.

Causes of incidents

An investigating committee consisting of the division superintendents of the Technical and Operations departments and an ER&E engineer, undertook a study reviewing the contributing factors of the recent major incidents and those dating back to 1981. The committee

concluded that the most significant contributing factors or basic causes are the following:

- inadequate procedures, guidelines or procedures not followed
- lack of adequate planning, supervision, manpower coverage and technical assistance
- in some cases, insufficient experience

According to the report, the most critical errors were committed during startups/shutdowns and furnace operations. Mr. Naugle expanded on each of the factors and then discussed the plans intended for improvement.

Safety performance

Mr. Cavallaro reviewed Lago's 1983 employee safety performance and concluded that although a lot of progress was made, the results are not yet satisfactory. "When compared to the Exxon All Injury Index, our record shows that our frequency and severity of incidents is double the Exxon average. "The major disappointment in '83, however," he said, "was in the area of reliable operations." 1983 saw nine reportable fires or explosions versus two in 1982. The frequency of these operational incidents in 1983 was about three times higher than the Exxon average.

Safety concepts

"We don't want to leave any doubt in anybody's mind as to the level of quality and excellence we expect from the organization," said Mr. Cavallaro. "As someone once said: Safety is everyone's responsibility. And the concepts in the management of safety at Lago reflect this:

- ALL injuries can be prevented
- Management, including first line supervisors and technical staff, has the responsibility for preventing personal injuries or operational incidents
- The employee must follow rules and procedures and take his/her share of responsibility.

As Cavallaro mentioned at the beginning of the meeting, the safety sessions will have achieved the objective to improve safety and reliability, "if at the end of these reviews we walk back into our jobs with a different perspective than the one we had prior to this meeting and with a strong determination to personally contribute towards changing the present situation."

How did employees react to the sessions?

How did our employees react to the Safety Sessions? To find this out, a questionnaire was distributed to a random selection of our employees. Following are the results of the questionnaire. A word of thanks goes to all those employees who have cooperated.

Results

Q: Did you know there were such a high number of incidents in the refinery or did you find that out through the sessions?

A: Knew before sessions: 11. Found out through sessions: 15.

Q: What was the point Management was trying to make during the sessions?

A: Employees should be more safety conscious: 11. Management is interested in safety for cost/reliability/profit: 8.

Others: Management is interested in safety for humane reasons; Management wanted to give information; Safety is priority of Management; More discipline is needed; Safety is everyone's responsibility.

Q: Did you think it was necessary/ useful to have such a meeting?
A: All said yes.

Q: Are you more concerned about safety now that you have attended the session?

A: More concerned now: 13.
Remained the same: 13. (Eight of these said their concern remained the same, because they were always concerned about safety).

Q: Why, do you think, safety is of much importance to Management?
A: *cont. on page 4*

"TUR HERIDA ..."

cont. di pag. 1

empleadonan, temu recientemente na Esso Club pa e departamentonan Technical & Operations.

E declaracion resuelto es a comunicá e preocupacion di Gerencia di Lago pa e lista largo di incidentenan cu a tuma lugar durante e ultimo parti di 1983 y specialmente durante Februari y Maart di 1984 "A menos cu nos stop e tendencia inmediatamente y tuma un accionnan necesario pa cambia e curso, nos lo core e riesgo di sufrí un accidente di personal grandi, fatalidad, of desaste operacional". Sr. Cavallaro a bisa.

"Lago y Operacionnan di Refineria y Laboratorio"

Bob Naugle, Manager di Operations Department, a presenta un lista largo di e incidentenan serio y costoso cu a tuma lugar, junto cu algun di e incidentenan menor cu a tuma lugar y potencial di bira desasternan grandi. Durante e ultimo ocho lunanan, refineria a sufrí ocho incidentenan incluyendo un candela na e "primary separator" candelanan di forno, "overflow" di tanki, cu un gasto pa reparacion di mas cu \$ 1,500,000 (un milyon seiscientos dólár). E incidentenan menor ta inclui accidentenan cu griñanan, candelanan chiquito, "splashes" cu a cai den otro, y "caustic splashes". Aunq' cu cada uno ariba si mes no ta costoso, cada uno cu un gran potencial desastroso. "cu un cambio chiquito di sistema, meho'ra un poco di ocaiburo den cercanía, of algun otro situacion". Sr. Naugle a comentá.

"Comision di Causa di Accidentenan"

Un comision di investigacion consistiendo di e supervisor principal di division di e departamentonan Technical & Operations y un ingeniero di ER&E a haci un estudio tocando e laboronan cu a contribui na e accidentenan grandi recien y esnan cu ta data hek te 1983.

Es comun cu causan cu ta torman of causanan basico cu contribuyeron a contribui ta e siguiente:

- proceduran di seguridad cu nan pobel, of procedura cu un defecto
- falta di planeamento
- supervicion, distribucion di trabao y "overload" den termino adreca

- den algun caso, falta di suficiente experiencia

E errornan mas critico a ser haci durante start-up y shutdown di planta y durante operacion di forno. Sr. Naugle a desplega ariba cada un di e factor y errornan y despues a discuti e plannan destiná pa mehoracion.

Ehecucion di Seguridad

Sr. Cavallaro a revisá e ehecucion di seguridad di empleadonan di Lago na 1983 y a concluí cu aunke hopi a ser haci, e resultado nan no ta satisfactorio ainda. "Ora bo compare cu e "Exxon All Indury Index" (Exxon su indice di heridanen), nos record ta muestra cu e frecuencia y severidad di nos incidentenan ta doble e averahe di Exxon."

"E desilucion mas grandi na '83 sinembargo," Sr. Cavallaro a bisa, "tabata den e area di operacionnan confiable." 1983 a mira nuebe candela di explosionnan reportable contra dos na 1982. E frecuencia di e incidentenan operacional aki na 1983 tabata alrededor di tres biha mas halto cu e averahe di Exxon.

Conceptonan di Seguridad

"Nos no kier laga duda den mente di ningun hende pa loke ta e nivel di calidad y excelencia cu nos ta spera di e organizacion." Sr. Cavallaro a bisa. Manera un hende a yega di bisa: Seguridad ta responsabilidad di tur hende. Y e conceptonan den e mancho di seguridad na Lago ta refleta esaki:

- TUR herida por wordo preveni
- Gerencia, incluyendo "first line" supervisor y staff tecnico tin responsabilidad pa preveni herida personal of incidentenan operacional
- Empleado mester sigi regla- y proceduranan y tuma su parti di responsabilidad

Manera Cavallaro a mencioná na cuminsamento di e reunion, e sesionnan informativo di seguridad lo a logra nan obhetivo di mehora seguridad y confiabilidad. "si na fin di e sesionnan aki nos cansa bai bek pa nos trabao cu un perspectiva diferente cu esun cu nos tabata tin promé cu e reunion aki y cu un determinacion fuerte pa contribui personalmente na cambia e situacion actual."



Jossy Croes di Operations Department a haya oportunidad di haci un pregunta na e sesion.

Con nos empleadonan reacciona ariba e sesionnan di seguridad?

O.D. Habibe di Technical Department ta haciendo un pregunta na e orador.



Con nos empleadonan a reacciona ariba e Sesionnan di Seguridad? Pa haya sa esey, un cuestionario a ser distribui pa empleadonan seleccioná a base di casualidad. Siguietemente nos tin e resultado nan di e cuestionario. Un palabra di agradecimiento ta ser duna na tur e empleadonan cu a cooperá.

Resultado

Bo tabata sa cu e total di incidentenan den refineria tabata asina halto, of bo a haya sa esey pa medo di e sesionnan?

Tabata sa kaba: 11. A haya sa pa medio di sesion: 15.

Kiko tabata e punto di mas importante cu Gerencia tabata purba trese dilanti den e sesion?

Empleadonan mester ta mas consciente di seguridad: 11.

Gerencia ta interesá den seguridad pa motiho di gasto/confiabilidad/ganashi: 8.

Otronan: Gerencia ta interesá den seguridad pa motibonan humanitario; Gerencia kier duna

cont. riba pag. 5.

Lago's Safety Committees

At Lago, the two safety committees that coordinate and steward safety efforts company-wide are the Lago Central Safety Committee and the Committee on Safe Operations. An explanation of their functions, responsibilities and membership are listed below. Besides those two, there are seven other safety committees representing the following groups: HDS/Fuels; OM&S; Utilities; Maintenance Operations; Mechanical Services; Industrial Security and Technical Department.

Lago Central Safety Committee

The Lago Central Safety Committee was established to coordinate and steward the Company's overall efforts in the area of personal safety. The main responsibilities of this committee are to:

- Review and endorse Safety Programs
- Steward progress on established programs
- Promote enforcement of safety rules, practices and procedures
- Recommend incentive plans and awards
- Recommend policies
- Interact with Safety Committee
- Ascertain contractor safety practices and off-the-job safety

The Committee meets once a month and is presently comprised of the following members: A. Cavallaro, R.E. Naugle, J.R. Every, W.A. Crenshaw, R.G. Goley, H.F. Coffi, A. Meiners, J.W. Hodgson, R.G. Bailey, J.F. Curiel, J. Noguera and R. Geerman (IOWUA representative).

Safe Operations Committee

The objective of the Committee on Safe Operations is to promote and stimulate the application of safe operating practices and procedures for the protection of personnel and equipment through-out the Lago organization. The Committee's main functions are:

- Serve as a focal point for broad review of Lago's safety procedures and practices in the areas of Operation, Process and Mechanical Design, Maintenance, Industrial Hygiene and Fire Protection.
- Make appropriate recommendations to the responsible organization for action, within the above listed areas, which relate to safe operating procedures and practices.
- Follow up on recommendations, if adopted, to see that they fulfill the scope of their intent.
- Assist the Lago organization in dealing with problems arising within the function of the Committee.
- Keep abreast of the Plant operations and changing conditions which introduce new working environments that may affect the safety of our men, equipment and/or the community.
- Recommend changes to safety standards as new information and techniques becomes available.

This Committee usually meets twice a month and consists of the following members: R.E. Naugle, V.M. Meikle, S. Arends, J.T. Croes, J.V. Croes, D.D. Esch, B.R. Bloom, D.E. Picus, A.H. Sluer, E.E. Brown, C.R. Emerencia, J.F. Curiel and J.D. van der Linde

WORKING TOGETHER FOR A SAFER REFINERY

More than 10 of these banners were hung at some key spots in the refinery to remind employees that safety is everyone's responsibility.

HOW DID OUR EMPLOYEES REACT ... cont. from page 2

Q10000 Management is concerned about the cost of accidents: 18.

Management is interested in the well being of their employees: 7.

Others: Lago wants to maintain good name; Management is responsible for safety.

Q10001 Did you think the response of the audience attending the session was positive or negative?

A10001 Positive: 21. Negative: 1. Mixed: 4.

Q10002 The sessions were only held in English. Do you think they should have been held in Papiamentu also to reach more employees?

A10002 No: 17. Yes: 9.

Two suggestions were made: a) Continue with speeches in English, but have a person translate questions from Papiamentu to English, b) Continue with speeches in English, but have them printed in English and Papiamentu for distribution.

Q10003 Do you have any suggestions to improve our communications on safety?

A10003 More publication (on accidents, near-misses, investigation reports, quarterly reports, safety slip system): 6.

Improve safety talks (more, longer, more regular and to all employees): 7.

More personal contact (during Management safety visits, more safety personnel visits in plant, more sessions): 7.

Other: i.e. monthly slogan contest, follow through with contractors.

Q10004 Have any points come to your mind after the sessions which you would like to see addressed?

A10004 Fourteen suggestions were received, including: make investigation reports available, maintain equipment in good working condition, ensure safety material is available. All suggestions were forwarded to the Safety Section.

cont. on page 8

Comissionnan di Seguridad na Lago

Na Lago, e dos comisionnan di seguridad cu ta coordiná y guía e esfuerzonan di seguridad di henter e Compañia ta e "Lago Central Safety Committee" y e "Committee on Safe Operations". Un splicacion di nan funcion, responsabilidad y miembrecia ta para aki bao. Fuera di e dosnan ey, tin siete otro comision di seguridad representando e siguiente gruponan: HDS/Fuels; OM&S; Utilities; Maintenance Operations; Mechanical Services; Industrial Security y Technical Department.

Lago Central Safety Committee

Lago Central Safety Committee a ser estableci pa coordiná y guía e esfuerzonan di Compañia en general den e area di seguridad personal. E mayor responsabilidadnan di e comision aki ta:

- Repasá y duna apoyo na Programanan di Seguridad
- Gnaa progreso di programanan estableci
- Promové e aplicacion di regla-, practica- y proceduranan di seguridad
- Recomendá plannan y premionan incentivo
- Recomendá pólizan
- Tene interaccion cu e Safe Operations Committee
- Haci sigur di practicanan di seguridad di contratista y di seguridad fuera di trahow.

E Comision te reuni un bez pa aña y actualmente ta consisti di e siguiente miembronan: A. Cavallaro, R.E. Naugle, J.R. Every, W.A. Crenshaw, R.G. Goley, H.F. Coffi, A. Meiners, J.W. Hodgson, R.G. Bailey, J.F. Cmel, J. Noguera y R. Geerman (IOWUA representative).

Safe Operations Committee

E obhetivo di e Safe Operations Committee ta pa promové y stimulá e aplicacion di practica y proceduranan operacional di un manera sigur y proceduranan pa e proteccion di personal y equipo den henter e organizacion di Lago. E funcionnan mas importante di e Comision ta:

- Sirbi como e punto di enfoque pa revision di tur e proceduranan y practicanan di seguridad di Lago den e area di Operacion, Process y Mechanical Design, Maintenance, Industrial Hygiene y Fire Protection.
 - Haci recomendacionnan apropiá na e organizacionnan cu ta responsabel pa accionnan, den e areanan ariba mencioná, relacioná na e procedura y practicanan operacional di seguridad
 - Haci sigur cu e recomendacionnan ta wordo sigi si nan a wordo adoptá, pa wak cu nan ta realizá tur local ta na alcanze
 - Asisti e organizacion di Lago den tratamento di problema cu ta surgi den e funcion di e Comisionnan
 - Keda al tanto di operacionnan di planta y e condicionnan cu ta cambia, cualnan ta introduci ambientenan nobo di trahow cu por afectá e seguridad di nos hende, equipo y/of comunidad
 - Recomenda cambio pa e standardnan di seguridad ora cu informacion y tecnicanan nobo bira disponibel
- E Comision aki generalmente ta reuni dos vez pa luna y ta consisti di e siguiente miembronan: R.E. Naugle, V.M. Meikle, S. Arends, J.T. Croes, J.V. Croes, D.D. Esch, B.R. Bloom, E.E. Picus, A.H. Sluer, E.E. Brown, C.R. Emerencia, J.F. Curiel y J.D. van der Linde.

Durante e prome siman di Mei, Contratistanan tambe a atende e sesion di seguridad presenta pa Presidente Cavallaro y Bob Naugle, Operations Manager.



CON NOS EMPLEADONAN A REACCIONÁ ... cont. di pag 31

informacion; Seguridad ta prioridad di Gerencia; Mester di mas disciplina; Seguridad ta responsabilidad di tur hende.

Bo ta pensa cu tabata necesario/probechoso pa tin un reunion asina?
Tur a bisa si.

Bo ta mas preocupá pa seguridad awor cu bo a atendé e sesion?

Mas preocupá awor: 13.
A keda mescos: 13 (Ocho di esakinan a bisa cu nan preocupacion a keda mescos pasobra semper nan tabata preocupá pa seguridad).

Pakiko, den bo opinion, seguridad ta di hopi

importancia pa Gerencia?

Gerencia ta preocupá pa e gasto di accidente.

18.
Gerencia ta interesá den bienestar di su empleadonan: 7.
Otronan: Lago kier mantené su bon number; Gerencia ta responsabel pa seguridad.

Bo a haya e reaccion di e publico cu a atendé e sesion positivo o negativo?

Positivo: 21. Negativo: 1. Dividi: 4.

E sesionnan a wordo teni na Ingles solamente.
Bo ta kere cu nan lo mester a wordo haci na Papiamentu tambe pa alcanzá mas empleado?

No: 17. Si: 9. Dos sugerencia a ser haci: a) Sigi cu e discurso na Ingles, pero tene un persona disponibel pa traduci preguntanan di Papiamentu pa Ingles, b) Sigi cu e discurso na Ingles y Papiamentu pa distribucion.

Medication: do you really need it?

Does medication buy you better health? Not necessarily. Sometimes, medicine may actually harm instead of improve your health. According to the U.S.A.'s Federal Drug Agency Consumer Report, "a major drug problem in America stems from the misuse or excessive use of medicines." To protect your health and prevent accidents, you should know some facts about the effects of medicine and the precautions you should take in its regard.

OTC and Rx drugs

The two basic types of medicines are over-the-counter drugs, which are those that can be bought without a doctor's prescription, and prescription drugs (Rx). OTC drugs are relatively safe when the directions on the

- clean out your medical chest regularly; many drugs lose or increase in strength with time. Also, if the doctor takes you off a medicine, destroy what is left immediately; do not save drugs, especially antibiotics, for the next illness. Look for medication that has changed color, formed residue, is crumbly or cloudy.

- Keep the label on the container for directions and identification purposes.

- Do not use other people's drugs and do not let them use yours. Different people react differently to the same drug.

- Do not take medicine in the dark! Before you take any medication make sure that what you have in your hand is really what you want.



On picture: Paul Nicholson.

labels are followed. However, all medicines affect body functions. Besides, one medicine can be safe for some people and cause side effects in others. Thus, before buying and using any OTC drugs, the directions and warnings on the label should be read carefully. If you suffer from different symptoms that require different medicines, consult your doctor, as some medicines cannot be taken together safely. And, of course, beware of mixing medicine with alcohol.

Prescription drugs

Although you should not expect to receive medicine everytime you go to the doctor, when you are prescribed medicine, you should always get as much information as possible about its side effects and the precautions you should take. When and how often should you take it? What reactions may occur (nausea, vomiting, nervousness)? Should you take any precautions (drive a car, operate machinery)? Should you take the medicine until the supply is finished or until the symptoms disappear? Can it be taken along with other medicine? A simple instruction can prevent misuse or excessive use of the drug.

Safety precautions

It is ironic that although most medicine is meant to relieve pain in people, many times it results in pain and sorrow, because the necessary precautions were not taken. To avoid accidents, a few simple steps should be followed:

- Do not mix pills in one container; some chemicals react with others. Some neutralize others.
- Be sure you store medicines as directed; some labels say to store in a cool place.

Precautions for children

Taking medicine not designed for them, is one of the major health and safety hazards for children. As a matter of fact, in the U.S.A., medicine is the cause for most accidental poisonings among children under five years of age than any other chemical. Therefore, although it has been said over and over again, it is worth repeating: store all medicine and other dangerous chemicals out of children's reach, lock the cabinets, close bottles properly, and never leave medicine unguarded when answering the phone or door. And, just as with adult medicine, do not experiment with it. Always give your children the dosage as directed.

Do you really need it?

As you can see, there are a lot of hazards connected with medicines. So, before buying any medicine in a drugstore, ask yourself: Do I really need it? Cannot time and body itself do the healing? For instance, a good night sleep may be all you need to relieve every day tension; a proper diet combined with a good exercise schedule is more advisable than taking pills to reduce the appetite. The good and natural way is not always the easy way, but is not your health worth the effort?



The Esso Caribbean and Central America members of the Exposure Hazards Subcommittee met at Lago in April to review the programs and training aids available here to assess their applicability for use throughout CCA. Standing from l to r: J. Noguera (Lago), J. Barth and R. Nurczynski (CCA). Sitting from l to r: J. Reynolds (CCA), H. Marafioti (EIA), A. Urrutia (Guatemala) and A. Meiners and R. Arends (Lago).

Medicina: di berdad bo mester di dje?

Remedi ta pecura pa un mihó salud? No necesariamente. Tin biaha realmente, remedi por haci daño na bo salud en bez di mehoré. Segun e "Federal Drug Agency Consumer Report" na Estados Unidos, "un problema principal di droga na Merca ta bini for di e gran cobertor di uso excesivo di remedi". Pa protehá bo salud, preveni a otidente, be mester ta na altura di algun señal pa cu e eleccion di remedi y e precaucionnan cu bo mester tuma pa:

Remedionan Básico

El darsigornan básico di remedinan ta esnan "over-the-counter" cual ta esnan cu por wordo cumprá sin receta di dokter, si droganan cu receta (Rx). Drogranan OTC ta distribuidonan sin peliger si bo sigi e direccionnan ariba e empaque. Sin embargo, tur remedi ta afectá funcionnan di organismo mas, un remedi por ta bon pa algun hende y ta causá efecto secundario den otro nan. Pesey, promé cu compra y usa cualquier di e drogranan OTC, e directiconan avisanan ariba e etiqueta mester wordo lesá cuidadosamente. Si bo ta sufi di sintomanan diferente cu ta repetí e mi dnan diferente, consultá bo dokter, ya cu algun remedi no por wordo tuma huntu sin peliger. Y naturalmente, tene cuidao pa no mezclá remedi cu alcohol.

Investigacion Científica

Aunke cu bo no mester spera di haña remedi cada biaha cu bo bai dokter, ora cu bo haña un remedi prescribí, bo mester semper busca mas informacion posible tocante su eleccion secundario y e precaucionnan cu bo mester tuma. Ki ora y con frecuente bo mester tumé? Ki reaccion por tuma lugar (mariamento, sacamento, neovisidad)? Bo mester tuma cualquier precaucion (core auto, operá machin)? Bo mester tuma e remedi te ora cu e caba of te ora cu e sintomanan desaparece? E por wordo tumá huntu cu otro remedi? Un instruccion simple por preveni mal uso of uso excesivo di e droga.

Precaucionnan pa Seguridad

Ta irónico cu aunke cu mayoria di remedi ta destiná pa aliviá dolor den hendenan, hopi biaha e ta resultá den dolor y tristesa, pasobra e precaucionnan necesario no a wordo tumá. Pa evitá accidente, algun pasonan simple mester wordo sigi:

- Hací bo botiquín hashí regularmente: hopi droga ta

bira menos of mas fuerte cu tempo. Tambe, si e dokter bisabo pa bo stop di tuma un remedi, destruí loke a resta inmediatamente: no spaar droga, especialmente antibiotica, pa e siguiente malesa. Busca pa haya remedinan cu a cambia di color, cu a forma un residuo, cu ta desmenuzable of cu ta nubloso.

- Keda cu e etiqueta di e container pa motibo di e instruccion y identificacion ariba dje.
- No uza drogranan di otro hende y no laga nan uza esnan dibo. Diferente hende ta reaccioná diferente ariba e mesun droga.
- No tumá remedi den scur! Promé cu bo tuma cualquier remedi, sigurá bo mes cu loke bo tin den bo man ta realmente loke bo kier.
- No bruha pildora den un container: algun productonan quimico ta reaccioná cu otro nan. Algun ta neutralizá otro.
- Sea sigur di warda remedi segun e direccion: algun etiqueta ta bisa pa warda e remedi den un lugar fresco.

Precaucion pa Muchanan

Un di e peligronan principal pa salud y pa seguridad di mucha ta ora cu nan ta tuma remedinan cu no ta trahá pa nan. Ta un echo, cu na Estados Unidos remedi ta causa mas venenamento accidental entre muchanan bao di cinco aña cu cualquier otro producto quimico. Ta pesey, aunke cu ela wordo bisá asina hopi vez, e ta bal repeticon: warda tur remedi y otro productonan quimico peligroso na unda cu muchanan no por yega, sera cabinetnan na yabi, sera botternan debidamente y nunca laga remedi para sin vigilancia ora di contestá telefon of atendé hende na porta. Y mescos cu remedi pa adulto, no experimentá cuné. Semper duna bo juinan e dosis segun e direccion.

En berdad bo tin mester di dje?

Manera bo ta mira, tin hopi peligro relacioná cu remedi. Pesey, promé cu bo compra cualquier remedi na botica, puntra bo mes: En berdad mi tin mester di dje? Tempo y bo culpa mes no por curabo? Por chempel, un bon sosiego anochi por ta tur local bo tin mester pa aliviá e tension di cada día; un dieta apropiá combiná cu un schedule di bon ejercicio ta mas consehable cu tumamento di pildoran pa reducí bo apetit. E manera bon y natural no tur ora ta e manera mas facil, pero bo salud no ta bal e esfuerzo?

march: Safety Winners



From l to r: Roberto Kappel - Operations - 45 piece dinner set.
Andries Hijmering - Operations - Gas lamp. Ocando Wernet -
Operations - Card table & chairs.



Felix Geerman
- Operations -
Tent



Ireneo Yarzagaray
- Operations -
Barbeque Grill



Nicasio Kelly
- Operations -
Portable radio-cassette



Patricia Every
- Administrative -
Ice chest



Antonio Erasmus
- Operations -
Portable Gas Stove



Calvet Gilie
- Operations -
Gift Certificate

(Not appearing on picture: Louis Figarosa
- Operations - Gift Certificate)

HOW DID OUR EMPLOYEES REACT cont. from page 4

Do you know if some of the recommendations made for your area were implemented?

No: 17. Yes: 9

What is your overall opinion of the sessions?

All answers indicated that the sessions had a positive reception.

CON NOS EMPLAEDONAN A REACCIONÁ ... cont. de pag. 5

Bo tin algun sugerencia pa mehorá nos comunicacion ariba seguridad?

Mas publicacion (ariba accidente, "near-misses", reportabe di investigacion, reporte trimestral, sistema di "safety slip"): 6.

Mehora "safety talks" (mas, mas largo, mas regular y pa tur empleado): 7.

Mas contacto personal (durante bishita di seguridad di Gerencia, mas bishita di personal di seguridad den

planta, mas sesion): 7.

Otronan: p.e. competencia mensual di dicho di seguridad, envolvé contratistanan.

Bo a pensa ariba algun punto despues di e sesionnan cu bo kier pa wordo trata?

Dies-cuatro sugerencia a ser ricibi, incluyendo: "pone reportabe di investigacion disponibel", "mantene equipo den bon condicion di trabow", "haci sigui cu e material di seguridad ta disponibel". Tur sugerencia a ser pasá pa e Seccion di Seguridad.

Bo ta na altura si algun di e recomendacionnan den bo area di trabow a ser haci kaba?

No: 17. Si: 9.

Generalmente, kiko tahata bo opinion di e sesionnan?

Tur contesta a indicá cu e sesionnan a wordo ricibi positivamente.

ARUBA

ESSO

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles



VOLUME 45 - NO. 5

MAY 1984

PROJECT REDUCES OPERATING COSTS

As part of the Light Ends Streamlining, three of the nine towers at the NFAR unit were shut down. The "Streamlined Light Ends Study" was conducted to find ways of streamlining operations and reducing costs.



In November of 1983, in an effort to upgrade the Lago operations, the Company embarked on a refinery-wide study, the "Refinery Streamlining Study", to find ways of streamlining operations, and reducing costs. Part of that study was called "Streamlined Light Ends", which was particularly attractive because of the drastic decline in demand for Thermal Light Naphtha (TLN), a product used to blend in motor gasoline.

As a result of the Light Ends study, several Light Ends unit, such as the Alky Plant, and three of the nine towers at NFAR, were shut down without seriously disrupting the Company's processing flexibility. Upon completion of the project, all of the refinery's Naphtha will be processed in one Naphtha Hydrofiner (N2AR). This will result in the upgrading of TLN to Virgin Naphtha — which is more saleable as a chemical feedstock — and in improved butane recoveries from the fuel gas system. In order to maximize the return on this project this year, Management agreed to execute the project by a last track method instead of the more traditional sequential

approach. This, coupled with the excellent teamwork between the Operations and Technical departments, will result in a project realization time savings ranging anywhere from three to six months, according to Lee Scott, Process Designer.

(cont. on page 2)

Projecto ta reduci gasto di operacion

Na November 1983, den un estudio pa mehora e operacionnan di Lago, e Compania a cuminsa ariba un estudio di henter e refinaria, e asina yamá "Refinery Streamlining Study", pa busca maneranan di simplifica operacionnan y reduci gasto. Partí di e estudio a wordo

(cont. on page 2)

The ARUBA ESSO NEWS is published for all Lago employees. Please contact the Editor for permission to reprint or reproduce any portion of this magazine.

Editor: Mrs. Myrna Jansen-Feliciano
Translation to Papiamentu by: Mr. G.W. Bosse
Photographs by: Joe's Photographic Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.

Project reduces...

(cont. from page 1)

"We also devoted a lot of attention to the safety aspects of operations," said Bruce Bloom, Project Development Section Head. "One third of the total cost of the project was specifically designated for safety improvement. This included the installation of an automatic cutoff of the thermal lead to N2AR to prevent reactor temperature runaways."

"This project called for 'new ways' of operating the Light Ends, using the already existing equipment to operate the units differently," commented Omar Booi, who is responsible for technical assistance during the start-up phase of the project.

The construction phase of the Light Ends project, headed up by Roger Dussault, was completed in May.

Projecto ta reduci...

(cont. from page 1)

yama "Streamlined Light Ends", cual tabata particularmente atractivo pa via di e rebaho drastico den e demanda pa "Thermal Light Naphtha" (TLN), un producto cu ta ser usá pa "blend" den gasolin di motor. Como resultado di e estudio di Light Ends, varios unidadnan di Light Ends, manera Alky Plant y tres di e nuche toernan na NFAR, a wordo sacá for di operacion sin cu esaki a desorganiza seriamente e flexibilidad di procesamiento di Compañia. Pa ora cu e proyecto terminá, tin e Naphtha di refineria lo wordo procesá den un Naphtha Hydrotimer (N2AR). Esaki lo resultá den mehoranza di TLN pa "Virgin Naphtha", pa cual tin mas benta como "chemical feedstock", y mehoracion den recobramiento di Butano lo di e sistema di combustible.

Pa maximizá e ganashi cu ta resultá di e proyecto aki e aña aki, gerencia a bai di acuerdo pa checar e proyecto ariba e metodo "last track", en vez di e metodo tradicional sequencial. Esaki, hunto cu e excelente trabao cooperativo entre e departamentonan Operations y Technical, lo resultá den realizacion di e proyecto cu spaarmento di tempo extendiendo di tres pa seis luna, di acuerdo cu Lee Scott, Process Designer.

"Nos a dedica hopi atencion tambe na e aspectonan di seguridad di operacion," Bruce Bloom, Section Head di Project Development a bisa. "Un tercia parti di e costo total di e proyecto tabata designá específicamente pa mehorá seguridad. Esaki ta inclui e instalacion di un "thermal lead cutoff" automatico pa N2AR pa evitá cu e temperatura di e reactor lo bai lo' man."

"E proyecto tabata exigí maneranan nobo" pa operacion di e Light Ends, usando e equipo ya existente pa operá e unidadnan diferente," Omar Booi, kende ta responsable pa asistencia tecnico durante e start-up phase di e proyecto, a bisa.

E "construction-phase" di e proyecto di Light Ends aki, encabezá pa Roger Dussault, a bin cla na Mei di e aña aki.

A total of 36 employees of the HDS Fuels Division attended a 4-hour N2AR Streamlined Operation Training in May. The course was taught by Omar Booi of the Technical Department. The main purpose of the program was to teach the participants the new way of operating N2AR. On photo: one of the groups attending the course.



WELCOME...



— **George P. Reynolds**
former Senior Advisor in the Logistics Division of EIA's Petroleum Products Department, to the position of Technical Department Manager at Lago and



Jossy M. Laclé —
former Maintenance Division Superintendent at Lago to the position of Public Affairs and Planning Advisor.

PROMOTIONS



Ambrosio Geerman, left, and Marciano Marchena, right, were recently promoted to Lieutenant in Lago's Industrial Security Department.

ANNIVERSARY...

Gregorio Danies, on left photo, and Alejio Kelly, on right photo, recently received a certificate from the Operations Programming and Marketing Department Manager, John Every, when they completed their 30th service anniversary. Congratulations to Gregorio and Alejio.



Exxon results 1st quarter '84 increased with 39.2% from '83

Exxon Corporation estimated first quarter net income at \$1,475 million, up 39.2 percent from a total of \$1,060 million in the 1983 first quarter. Revenue totaled \$24,906 million in the most recent quarter, up 5.1 percent from \$23,705 million in the first quarter of 1983.

Garvin Comments

Exxon Chairman C.C. Garvin, Jr. had the following general comments on the first quarter results:

"The strong earnings growth relative to the depressed early 1983 period reflects improved economic conditions and solid operating performance as well as continued emphasis on cost control. Colder weather in this year's first quarter increased seasonal demand and world crude prices remained relatively stable.

"Higher earnings were experienced in almost all of Exxon's business segments. Increased production of crude oil and natural gas was a major factor. In addition, prior year rationalization steps permitted us to participate actively on a competitive basis in the increased demand generated by the broad based economic recovery. This resulted in earnings gains in the petroleum and chemical segments and Reliance electrical equipment."

A Level I Ultrasonics Inspection Methods course designed to train refinery inspectors and engineers in the application of ultrasonic instruments was held at Lago in late April. The participants consisted of 4 Lago employees, 4 contractor employees and 2 others from Esso RASA and Esso SAPA. The ultrasonic instruments, which are used to locate corrosion and flaws which may develop in plant operating equipment, will contribute towards improving safe operations and reliability of Lago equipment.



Commenting on the earnings of the major business segments, Mr. Garvin continued:

"Earnings from **U.S. exploration and production operations** were \$551 million, up \$39 million from the 1983 first quarter. Increased natural gas deliveries and improved prices for gas helped offset higher exploration and development expenses. The first quarter 1983 earnings reflected a provision of almost \$100 million for certain regulatory DOE (Department of Energy) matters.

"Earnings from **U.S. petroleum refining and marketing operations** rose from break-even in the 1983 first quarter to \$61 million in the most recent quarter. A 100 percent increase in the volume of petroleum product sales accounted for most of the improvement, led by heating oil and motor gasoline sales gains. Lower raw material costs and operating cost reductions also contributed to the earnings gain, but were somewhat offset by lower selling prices in the highly competitive market environment.

"Earnings from **foreign exploration and production operations** went up by \$144 million to \$730 million in the first quarter 1984, as a result of higher production. North Sea crude oil production was at record levels, up 59 thousands barrels per day (KBD) to 418 KBD. Gas volumes also increased, primarily in Europe. In the Far East, Australian and Malaysian crude oil production continued to increase, rising 67 KBD to 310 KBD.

"Earnings from **foreign petroleum refining and marketing operations** were \$116 million, up from \$92 million in the 1983 first quarter. Strong demand in major markets abroad contributed to a six percent increase in petroleum product sales volumes. Margins remained depressed and were similar to first quarter 1983 levels, however, recent dollar weakening and corresponding reductions in local crude oil supply costs of overseas affiliates provided some improvement.

"**Worldwide chemicals earnings** totaled \$121 million in the first quarter of 1984, up \$89 million from the 1983 first quarter. The economic recovery, both domestically and abroad, was a major factor in the earnings growth. In the U.S., a 40 percent increase in sales volumes raised earnings to \$54 million. Abroad, earnings were up due to 25 percent higher sales volumes and better margins.

"**Worldwide capital and exploration expenditures** totaled \$1,541 million in the 1984 first quarter, down 34 percent from the 1983 first quarter. Expenditures in the U.S. totaled \$650 million, down 45 percent. A major factor in the decline in expenditures was the absence of oil-shore lease purchases in the first quarter of 1984 compared to \$250 million in 1983. For the full year 1984, it is expected that worldwide expenditures will be about \$9.5 billion, up from \$9.0 billion in 1983.

"**Reliance Electric Company operations** earned \$5 million in the first quarter of 1984 contrasted to the \$16 million loss incurred during the first three months of last year. Sales increases of 13 percent, along with cost reductions, contributed to the upturn."

Aumento di 39.2% den entrada di Exxon

Exxon Corporation a subi un aumento di cinco por ciento den entrada di 1984 na \$1.175 milion, un aumento di 39.2% compará cu un total di \$1060 milion den e prome trimestre di 1983. E ingreso total den e trimestre mas reciente tabata \$24.906 milion, un aumento di 5.1% compará cu \$23.705 milion den e prome trimestre 1983.

Garvin ta Comenta

Presidente di Exxon C. C. Garvin, Jr. a duna e siguiente comentario general ariba e resultado di e prome trimestre:

"E aumento fuerte di ganashi relativo na e periodo di agosto na e cumenzamento di 1983 ta trelheha mehoiora di e condicionnan economico y funcionamiento di e operacion huntu cu e énfasis continuo ariba control di gastonan. Teponan mas fructuoso den e prome trimestre di e aña aki a aumentá e demanda pa e temporada aki y presion di crudo rond di mundo a keda relativamente stabiel.

Ganashi tabata mas halto den casi tur e segmentonan di negoshi di Exxon. Aumento den production di crudo y gas natural tabata un factor principal. Adicionalmente, presion di racionalidad den e aña anterior a permiti nos posticipa pa activamente ariba un base competitivo den e mercado di demanda, generá doos di e recuperacion economico ariba un base amplio. Esaki a conduci na aumento di ganashi den segmentonan di petroleo y quimico y e equipo electrico di Reliance.

Comentando ariba e ganashi di e segmentonan principal di negoshi, Sr. Garvin a continuá:

"Ganashi di e operacionnan di exploracion y produccion na Merca tabata \$551 milion, un aumento di \$39 milion compará cu e prome trimestre 1983. Un aumento den e entrega di gas natural y mehoioracion den presion di gas a yuda compensa e aumento di gastonan di exploracion y desabito. E ganashi den e prome trimestre di 1983 ta trelheha un provision di casi \$100 milion pa ocho asintonan regulatorio di e Departamento di Energia.

Ganashi di operacionnan di refinacion y benta di petroleo na Estados Unidos a subi un "break-even" den e prome trimestre di 1983 pa \$61 milion den e trimestre mas reciente. Un aumento di cuatro por ciento den e volumen di benta di production di petroleo a percura pa mayoria di e mehoioracion, encabezá pa aumentonan den benta di "heating oil" y gasolin pa motor. Gastonan mas abao pa materialnan prima y reduccion di gastonan di operacion tambe a contribui na e aumento di ganashi, pero a wordo influencjá pa presion di benta mas abao riba e mercado sumamente competitivo.

"Ganashi di operacionnan di exploracion y produccion den exterior a subi cu \$144 milion te \$740 milion den e prome trimestre 1984, pa motibo di produccion mas halto. Production di crudo di Noordze tabata na un nivel record, y a subi cu 59 mil baril pa dia te 418 mil baril pa dia. Volumennan di gas tambe a subi, pa principalmente na Europa. Na Lehan Oriente, production di crudo na Australia y Malaysia a sigi aumentá, subiendu 67 mil baril pa dia te 310 mil baril diario.

"Ganashi di operacionnan di refinacion y benta di petroleo den exterior tabata \$116 milion, un aumento di \$92 milion compará cu e prome cuarto di 1983. Un demanda grandi riba e mercadonan principal den exterior a contribui na un aumento di seis por ciento den e volumen di benta di production di petroleo. Ma gannan a keda rebahá y tabata igual na e nivel di e prome trimestre di 1983; sin embargo, debilitacion tecien di dollar y reduccionnan correspondiente den gastonan local di suministracion di crudo di afiliadonan den exterior a percurá pa algun mehoioracion.

"Ganashi mundial di production quimico a suma na \$121 milion den e prome trimestre di 1984, un aumento di \$89 milion di e prome trimestre di 1983. E recobro economico, domesticamente y den exterior, tabata e factor principal den e aumento di ganashi. Den E.U., un aumento di 40% den venta a hisa ganashi cu \$54 milion. Den exterior, ganashi a subi pa motibo cu venta tabata 25% mas halto y doos cu tabatin mihor ma gannan.

"E total di gastonan di capital y exploracion rond di mundo tabata \$1541 milion den e prome trimestre di 1984, un rebaho di 34 por ciento compará cu e prome trimestre di 1983. Gastonan total na Estados Unidos tabata \$650 milion, un rebaho di 45%. Un factor mayori den e rebaho di gastonan tabata cu no tabata tin "off-shore lease purchases" den e prome trimestre di 1984, compará cu \$250 milion na 1983. Pa henter e aña 1984, ta wordo sperá cu gastonan rond di mundo lo ta aproximadamente \$9.5 billion, un aumento lor di e \$9 billion na 1983.

"Operacionnan di Reliance Electric Corporation tabata tin un ganashi di \$5 milion den e prome trimestre di 1984, contrastante na e perdida di \$16 milion suñi durante e prome tres lunanan di aña pasá. Aumentonan den benta di 13 por ciento, huntu cu reduccion di gastonan, a contribui na un cambio favorable.

Peter Storey, a 38 year veteran of the Esso Tennis Club was recently honored with a special Round Robin Tournament. Peter left to Wyoming with his family, where he will enjoy a well-earned retirement.





JOGGING



**fun but
hazardous**

by Dr. Crook

**divertido pero
peligroso**

In the past few years, thousands of people of all different ages and types have taken up jogging. If you are one of these people or are thinking about starting a jogging program, there are some basic things you should know. Joggers jog for many reasons. Some do it for the increased fitness and sense of well being. Others do it to lose weight or in the belief that it will help them to live longer. There is evidence that people, especially men, who exercise regularly, live longer than those who do not. **The main benefit of jogging** is that it strengthens your heart and lungs. But, if you want to jog to lose weight, you have a long way to go: about 120 kilometers to burn up one kilogram of fat. Jogging can help in a weight loss program, but a diet is more important. And any effort to increase sweating while jogging in the hopes of increasing weight loss is not only foolish, but dangerous.

In fact, **overheating is one of the major hazards** of jogging in Aruba, especially for people who are not acclimatized. The best time for jogging is in the early morning or late evening. Clothing should be light, loose, and brief. An adequate intake of water is also important. It is best to **start off by jogging three days a week**, for about 15 minutes, and to increase the time and the frequency as your endurance increases. The pace should be a "talking pace", that is, you should be able to talk to a companion without feeling out of breath while you jog.

A number of minor injuries occur to joggers because of overuse of muscles and ligaments which are not used to the exertion. It is a good habit to do a series of stretching exercises before starting to jog, and afterwards to take a cooling off walk.

One of the **advantages of jogging** is that it does not require a special location or equipment. However, a number of irritating problems can be avoided by investing in good quality running shoes and by jogging on a smooth level and soft surface. Likewise, some simple exercises to strengthen the muscles of the feet and legs can help to ward off injuries.

Almost everyone can jog. People with heart disease or other serious medical problems and people over 50, should consult their doctor before starting a jogging program. **Jogging can be a valuable and enjoyable activity if one is aware of the risks, and takes the necessary steps to avoid them.**

Den e ultimo añanan miles di hende di diferente edad y tipo a cuminsa cu "jogging", esta coremento na un velocidad moderá. Si abo ta un do bendenan akor sí bo ta pensando di cuminsa cu un programa di jogging, tin algun cos básico cu bo mester sa.

Hendenan ta jog pa diferente motibo. Algun ta haci pa nan ta mas fit y pa nan sinti mihor. Pero otro nan ta haci pa baha peso of pasoba a cu nan ta kere cu e ta laga nan biba mas largo. Tin prueba cu hendenan, especialmente hende hombre, cu ta haci eheicio regularmente ta biba mas largo cu esnan cu no ta haci eheicio.

E beneficio principal di jogging ta cu e ta fortalece bo curazon y bo pulmonnan. Si bo kere jog pa perde peso bo tin un caminda largo pa bai: aproximadamente 120 kilometre pa bo kima un kilogram di vet. Jogging por juda ora di baha peso, pero un diet ta mas importante. Y cualquier esuezo pa aumentá sodamento durante jogging cu e speranza di aumentá perdida di peso, no solamente ta algo bobo pa haci, pero tambe peligroso.

En electo, **sodamento di más ta un di e peligran** nan mas grandi di jogging aki na Aruba, especialmente pa hendenan cu no ta acclimatizá. E mihor ora pa jog ta mainta tempran of anochi laat. E paña cu ta wordo bisti no mester ta pisá, ni pretá, y e mester ta cortico. Bebemento di awa tambe ta importante.

Ta mihor pa **cuminsa cu jogging tres bez pa siman**, pa mas of menos 15 minut, y pa aumentá e tempo y gui bo resistencia aumentá. E paso segun cual bo ta cori, mester ta un "talking pace", esta cu bo mester por papia cu un compañero sin cu bo ta sinti falta di respiracion as cu bo ta jog.

Hendenan cu ta jog ta baña **un cantidad di heridan** menor pa via cu nan ta usa nan musculonan y ligamentonan, cu normalmente no ta wordo usa, di mas. Ta un bon customer pa haci un serie di eheicio pa kenta culpa promé cu bo cuminsa jog, y despues cansa pa bo fia bek.

Un di e **bentahanan di jogging** ta cu e no ta requeri un lugar of equipo special. Sin embargo un cantidad di problema por wordo evitá doo di gasta placa na un bon par di keds y doo di jog ariba un superficie fisov nivelá. Igualmente, algun di e eheicionan simple pa fortifica musculonan di pia por evitá heridanan.

Casi tin hende por jog. Hende cu tin enfermedad di curazon of otro problema di salud, y esnan cu mas di 50 aña, mester consultá cu nan dokter promé cu nan cuminsa cu un programa di jogging. **Jogging por ta un actividad valioso y divertido, si bo ta na altura di e riesgonan y tuma e pasonan necesario pa evitá nan.**



In the first quarter of this year, Lago introduced the Card-key system in its office buildings. The hardware involved includes a closed circuit t.v. at Gate no. 3, intercoms at the office buildings and a Control Unit at Gate no. 3. The Control Unit consists of a Dialog VDT (Video Display Terminal) and an Alarm VDT. The Dialog VDT is used to program cards, open doors and is also a good investigating tool. The Alarm VDT and printer shows all irregular card transactions, registers all alarms and even displays a map of the office buildings.



On left photo, Johnny Groes, a Corporal in the Industrial Security Department is entering a code on the Dialog VDT while Oslin Bockhoudt, an engineer in the Technical Department, right photo, is using his cardkey to gain access to the GOB.

Secretaries' Day

Lago secretaries enjoyed themselves at a reception held at the Esso Club in their honor on Secretaries' Day. Lago Management was the host.



APRIL SAFETY WINNERS



Romulo Hernandez
Technical
Gift Certificate



Hendrik Fuyoah
Technical
Document Case



Leandro Paesch
Operations
Handbag



Francisco Maduro
Operations
Suit Case



Adolfo Richardson
Operations
Camera



Dominico Tromp
Operations
Binocular



Roberto Dijkhoff
Administrative
Beauty Case

Not appearing on pictures are:
Jose Wernet - Operations - Attache Case
Jose Donata - Operations - Travel Steam Iron
Egidio Geerman - Operations - Gift Certificate

ARUBA

ESSO



NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOLUME 45 - NO. 6

JUNE 1984

On or off the job:

SAFETY DOES NOT HAVE LIMITS

So you thought you were safer off work than at work? Well you are wrong . . . Statistics show that in 1983 only two disabling injuries (DI's) occurred on the job, while 129 DI's occurred off the job. Furthermore, those 129 DI's resulted in a total of 790 man-days of lost time during 1983 which is equivalent to about three man-years of work. After five months in 1984 we have had 32 off-the-job DI's with 426 lost man-days. If this trend continues, we could expect one out of every twelve employees to have an off the job disabling injury in 1984. A little disconcerting isn't it? Obviously, we do not pay as much attention to safety off the job as we do on the job.

To tackle this problem, an Off-the-job Safety Sub-Committee was appointed by Lago's Central Safety Committee earlier this year. Said Jerry Bailey, Fuels/HDS Division Superintendent, and a member of the sub-committee: "Our desire is zero accidents which we know we

probably will not achieve, so our goal is at least to minimize the number. Lago does not have any means of direct control over causes of off the job accidents. Only we as individuals can exercise control. Our job at work then is to make employees aware of the seriousness of the situation and to emphasize the need to take care outside the job environment".

To accomplish this, the sub-committee developed an Off-the-job Safety Campaign involving employees, the Union, the family and the community at large. At work, promotion of off-the-job safety has already been initiated by including off-the-job safety tips in the safety talks, and placing posters and signs in the refinery. Off-the-job safety statistics and tips will also be published through the Company's publications. To reach the employee homes and the community in general, the sub-committee plans to produce television spots, stress off-the-job safety in publications and hold a family safety fair sometime this fall. The IOWUA has plans to cooperate by emphasizing off-the-job safety in its safety seminars and general meetings. "We have to understand," said Jerry, "That it is not management telling us that we should pay attention to safety off the job, but we are telling each other. If it works on the job, it should work off the job."

Then why doesn't it? Why are there so many slips, falls, burns, cuts, sport related injuries and traffic accidents? Perhaps one of the reasons there are more off-the-job than on-the-job accidents is that the peer

SAFETY OFF-THE-JOB STARTS HERE!

OFF-THE-JOB INJURIES

INJURIES DAYS LOST

LAST MONTH
YEAR-TO-DATE

32

426

The amount of off-the-job injuries and lost time are now posted at the gates to keep employees abreast of the off-the-job safety situation.

The ARUBA ESSO NEWS is published for all Lago employees. Please contact the Editor for permission to reprint or reproduce any portion of this magazine.

Editor: Myrna Jansen-Feliciano
Translation into Papiamentu by: Mr. G. W. Bouse
Photographs by: Joe's Photographic Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.

pressure present at work is lacking at home. Moreover, once you leave the refinery gates at the end of the day, you tend to forget the constant reminders from newsletters and supervisors to use the proper tools, not to take unsafe shortcuts and to wear proper protective equipment. Furthermore, we do not have a supervisor to give account to at home. In other words, off the job it is easy to forget about safety.

But you know . . . whether you are injured at home or at work, the effects of an accident remain the same: pain, sorrow, burden on the family, perhaps a permanent handicap. And let's be realistic: accidents are expensive considering the medical treatment and loss of manpower involved. Concerning the latter, Jerry said, "we cannot afford to miss people at work. We need everybody on the job, reaching goals together. When our fellow workers are injured anywhere, it causes concern among everyone. A healthy, happy workforce is a productive team."

The message is simple: Safety does not have limits! Whether we are on the job, on the road or at home, our care for safety should be a high priority.

Na trabao of pafor di trabao:

SEGURIDAD NO TIN LIMITE

Antó b'a kere cu bo ta mas sigur pafor di trabao cu na trabao? Wel, bo ta equivocá . . . Estadisticanan ta muestra cu na 1983 solamente dos herida incapacitante (Disabling Injuries = DI) a tuma lugar na trabao, mientras cu 129 DI a tuma lugar pafor di trabao. Ademas, e 129 DI-nan a resultá den un total di 790 dia obreril perdi durante 1983 cual ta equivalente na mas o menos tres aña obreril. Despues di cinco luna na 1984 nos tabata tin 32 DI pafor di trabao cu 426 dia obreril perdi. Si e tendencia aki sigi, nos por spera cu un den cada 12 empleado lo sufri un herida incapacitante pafor di trabao na 1984. Un

poco desconcertante, no ta 'sina? Evidentemente nos no ta pone tanto atencion ariba seguridad pafor di trabao manera nos ta haci ora nos ta na trabao.

Pa atacá e problema aki, un "Off-the-job Safety Sub-Committee" a wordo nombrá pa e "Central Safety Committee" di Lago den curso di e lunanan cu a pasa. Manera Jerry Bailey, Superintendent di Fuels/HDS Division y miembro di e sub-committee a bisa: "Nos deseo ta sero accidente, locual nos sa cu probablemente nos lo no logra, pesey nos meta ta pa a lo menos reduci e cantidad na un minimo. No tin ningun manera pa Lago tin control directo ariba e causanan di accidente-nan pafor di trabao. Solamente nos como individualnan por exercé control. Nos tarea na trabao ta pa haci empleadonan consciente di e seriedad di e situacion y pa enfatizá e necesidad pa tene cuidao pafor di e ambiente di trabao."

Pa logra esaki, e sub-committee a desaroya un "Off-the-job Safety Campaign" envolviendo empleadonan, e sindicato, e familia y e comunidad den su totalidad. Na trabao, promocion di seguridad pafor di trabao a wordo iniciá caba door di inclui informenan pa seguridad pafor di trabao den e "safety talk" nan y colgando poster y borchinan den refinaria. Estadisticanan di seguridad y consehonan pa seguridad pafor di trabao tambe lo wordo publicá pa medio di publicacionnan di Compania. Pa penetrá den cas di empleadonan y comunidad en general, e sub-committee tin planea pa



As part of the general year-around safety training, employees are taught the use of the Self Contained Breathing Apparatus. About 60 employees participated in the most recent session, taught by Simon Geerman of the Safety/Industrial Hygiene Section and Pedro Raamijn of the Industrial Security Department.

producti "spot" nan di television, enfatizá seguridad pafor di trabao den publicacionnan y tene un feria di seguridad pa familia den otroño di e aña aki. IOWUA tin planeá pa cooperá door di enfatizá seguridad pafor di trabao den su seminarianan di seguridad y reunionnan general. "Nos mester comprendé", Jerry a bisa, "cu no ta gerencia ta bisando nos cu nos mester pone atencion ariba seguridad pafor di trabao, pero nos ta bisando nos compañeronan. Si e ta dunando resultado na trabao, e mester por duna resultado pafor di trabao.

Anto ta pakiko e no ta logra pafor di trabao? Pakiko tin tanto slimento, caimento, kimamento, cortamento y heridanian relacioná cu deporte y accidentenan di trafico? Por ta cu un di e motibonan cu tin mas accidente pafor di trabao cu na trabao mes ta, cu a presion di compañeronan na trabao no ta existi na cas. Mas ainda, ora bo sali for di e portanan di refinaria na final di e dia di trabao, bo tin e tendencia di lubidá e recordatorionan constante di bolemnan y di supervisornan pa uza e hermentnan corecto, pa no tuma "shortcut" cu ta insignur y pa bisti e equipo protectivo apropiá. Ta bin acerca, cu nos no tin un supervisor na cas cu nos mester duna cuenta na dje. Den otro palabra, pafor di trabao ta facil pa lubidá tocante seguridad.

Pero bo sa . . . sea cu bo ta wordo heridá na cas of na trabao, e efectonan di un accidente ta keda mescos: dolor, tristeza, peso ariba e familia, y por ta un handicap permanente. Y laga nos ta realistico: accidentenan ta caro, considerando e tratamiento medico y e perdida di "manpower" involvi. Relacioná cu e ultimo aki Jerry a bisa, "nos no por permiti nos mes pa falta hende na trabao. Nos tin mester di tur hende na trabao, logrando metanan hunto. Si nos compañeronan di trabao wordo heridá cualquier caminda, e ta preocupá tur hende. Un forsa obreril saludable y contento, ta un team productivo."

E mensahe ta simpel: Seguridad no tin limite! Sea cu nos ta na trabao, ariba caminda of na cas, nos atencion pa seguridad mester ta un prioridad grandi.



Nine officers of the Industrial Security Department received a promotion during the month of June. From l to r: Alvin Arrindell and Stanley Eduarda promoted to Sergeants; Jose Del R. Nava promoted to Senior Corporal, Floriano Rasmijn and Joseph Halley promoted to Sergeants; Johnny Croes promoted to Administrative Clerk, Anthony Chirino, promoted to Senior Corporal; and Captain Frederick Brooks. Not on the photo are Rufino Ruiz who was promoted to Senior Corporal and Ronald Leito, who was promoted to Sergeant.

'84 SEABIRD BREEDING BEST ON RECORD

"More and more people have begun to realize that in season (April-August) the Lago reef islands harbor a seabird population that is unique and unexcelled in the Southeastern Caribbean." That is what Ruud van Halewijn, a Dutch biologist specialized in the study of Caribbean seabirds, concluded on the basis of his recent three-week survey of species and numbers of breeding seabirds on the Lago refinery.

According to Mr. van Halewijn, who was sponsored by the STI-CUSA and the Van der Hucht fund, this year's breeding season is the best on record: more different species were found (eight versus seven in prior years) and the estimated amount of pairs of each species are also larger this year. The Cayenne (or Yellowbilled Sandwich) Tern, which is a relatively rare and little known tern species, is the most numerous on the island, with circa 3500 pairs. As a matter of fact, its colony on the Lago reef islands is by far the largest in the world known to science.

One species that was discovered nesting on the Lago reef island this

*Cayenne
Tern Colony
largest known
to science*

year for the first time is the Laughing Gull. Twelve pairs were observed. "These Laughing Gulls," says Mr. van Halewijn, "appear to be quite skilled in the art of snatching eggs from the nests of the Cayenne Tern Colony when the nests are left unguarded by the parent bird." Apparently, these gulls work in groups, harrasing incubating birds until the birds briefly flush from their nests, and in doing so, expose their eggs. Amidst all the havoc brought about, one of the gulls rapidly flies away with a tern egg in its bill and cracks it open to consume its contents outside of the tern colony area. In the absence of systematic egg collecting by humans this year,

FAD OF THE '80'S?

WHAT LITTLE THINGS?

How about nuts and bolts? If you ask anybody that spends some time in the plant what he thinks is the most wasted item, he will tell you: nuts and bolts. It's so easy: they look old, insignificant, dirty, and do not seem to cost much anyway . . . But as the article says, little things add up! To give a real example: in 1952, when a shortage of bolts in the Storehouse threatened to stall a unit turnaround, a search for bolts was started in the then called Cracking Plant area. A total of 2000 bolts were found of which 1000 were still useable. If we went around the plant today, how many would be found????

Assorted bolts
available in various
diameters and lengths.
Used in many areas of
the plant. They are
available in various
grades and finishes.



Unit price
Naf. 8,73



Unit price
Naf. 5,65



Unit price
Naf. 2,81

In cooperation with the Storehouse, we found out that in 1983 alone, about 140,000 nuts and bolts of different kinds, sizes and prices were issued for either routine or project work. These 140,000 nuts and bolts costed approximately Naf. 260,000. If only one out of every ten nuts/bolts were left lying around, thrown in the Scrap Yard or misused in some other way, a total of about Naf. 26,000 would have been was-

ted! . . . Not an insignificant amount of money. And that is only on nuts and bolts! Not to think of valves, gaskets, sawblades, paint, notebooks, just to name a few. Add them all up and the seemingly "little things" will be converted into a huge amount. The same question stated in the 1950 Esso News article can again be raised today: What are you doing to cut costs in your environment?



SEABIRD BREEDING

Cont. from page 3

it seems that these activities of the Laughing Gulls account for nearly all loss of eggs in the Cayenne Tern colony, said Mr. van Halewijn.

Other species found nesting on the reef islands are the Roscate Tern, 70 pairs; Common Tern, 35 pairs; Bridled Tern, 30 pairs; Sooty Tern, 350 pairs; Least Tern, 50 pairs; and the Brown Noddy Tern, 6 pairs. All of the tern colonies are confined to the Lago refinery area except for the Common and Least terns which also nest elsewhere in Aruba.



STINAPA - Aruba in cooperation with several departments of Lago have contributed to the success of this year's breeding season, according to Mr. van Halewijn. Signs were placed on the island as well as ashore reminding persons that it is illegal to disturb the breeding population and to collect their eggs. A publicity campaign was also launched in the local newsmedia to create more awareness of the seabird situation among the public.

STINAPA - Aruba in collaboration with experts in Holland has already made plans for a more comprehensive seabird protection and study campaign next year. Said Mr. van Halewijn, "if the seabirds are left alone for the rest of this breeding season it is likely that there will be even more pairs breeding next year."

Aruba should be conserved as a seabird breeding paradise of international importance, commented Mr. van Halewijn. Since persons unfamiliar with bird studies upset the breeding colonies, they should not set foot on the Lago reef islets. Nature lovers who wish to observe the seabird species nesting there, can bring a pair of binoculars and sit by the Dog's Cemetery to enjoy the show...

RECORD DI PARHA DI LAMAN NA '84

"Mas y mas hende a cuminza realizá cu den temporada (April-Augustus) ariba e islanan di rif di Lago tin un poblacion di párhana di laman ta hospeda cu ta unico y insuperable den parti Sùreste di Caribe." Esey ta loke Ruud van Halewijn, un biólogo Hulandes specializá den estudio di párhana di laman di Caribe, a concluí a base di su estudio di tres siman haci recientemente di e especienan y e cantidad di parhnan di laman cu ta broei na e refineria di Lago.

lanta for di nan neishinan un rato, y asina lagando nan webonan descubri. Den tur e desorden cu ta wordo causá, un di e Gull nan rapidamente ta bula bai cu un webo di meeuwchi den su piek pa e kibré y habrié pa consumi e contenido pafor di e area di e colonia di meeuwchinan. Cu e ausencia di collectamento sistematico di webo door di hende e afia aki, ta parse cu e actividanan aki di e Laughing Gull nan ta causante di casi tur e perdidanan di webo den e colonia di meeuwchi

Colonia di meeuwchi Cayenne mas grandi conosi pa ciencia

Segun Sr. van Halewijn, kende a wordo patronisá pa STIGUSA y e fondo Van der Hucht, e temporada di broei di e afia aki ta esun mihor segun record: mas diferente especienan a wordo hanjá (ocho versus siete den e añanan anterior) y e cantidad calculá di parhnan di cada especie tambe ta mas grandi e afia aki. E Cayenne (of Yellowbilled Sandwich) Tern, cual ta un especie di meeuwchi di laman cu ta relativamente raro y poco conoci, ta esun más numeroso ariba e isla, cu alrededor di 3500 pareha. Realmente e colonia ariba e islanan di rif di Lago ta esun mas grandi cu ciencia conoce.

Un di e especienan cu a wordo descubri di ta traha neishi ariba e isla di rif di Lago e afia aki pa prome biaha ta e asina yama Laughing Gull. Di esakinan 12 paar a wordo observá. "E Laughing Gull nan aki," Sr. van Halewijn ta bisa, "ta parse di ta bastante habil den e arte di rapta webonan di e neishinan di e colonia di meeuwchi Cayenne si e parientenan laga e webonan sin vigilancia." Aparentemente e Gull nan aki ta traha den grupo, tormentando parhnan cu ta broei te ora cu esakinan

Cayenne.

Otro especienan cu a wordo hanjá ta broei ariba e islanan di rif ta e Meeuwchi Rosado, 70 paar; Meeuwchi Comun, 35 paar; Meeuwchi cu Freno, 30 paar; Meeuwchi Manchá (color scur), 350 paar; Meeuwchi Chiquito, 50 paar; y e Meeuwchi Brown Noddy, 6 paar. Tur e colonianan di meeuwchi ta wordo hanjá solamente den e area di refineria di Lago cu exception di e Meeuwchi Comun y e Meeuwchi Chiquito cualnan ta traha neishi na otro lugarnan na Aruba tambe.

STINAPA - Aruba den cooperacion cu diferente departamento na Lago a contribuí na e éxito di e temporada di broei di e afia aki, segun Sr. van Halewijn. Borchinan a wordo poni ariba e islanan y na tera, cordando tur hende cu ta ilegal pa stroba e poblacion cu ta broei y pa colecta webonan. Un campaña di publicidad a wordo lanzá den e medianan di noticia local pa asina publico ta mas consciente di e situacion di parhnan di laman.

STINAPA - Aruba den colaboracion cu expertonan na Hulanda ya



caba a traha plannan pa un proteccion mas amplio di parhanan di laman y un campaña di estudio otro aña. Sr. van Halewijn a bisa, "si e parhanan di laman wordo lagá na paz pa e sobrá di e temporada di reproduccion aki, ta probable cu lo tin mas paar ta broei otro aña."

Aruba mester wordo conservá como un paraiso di reproduccion pa parhanan di laman di importancia internacional, Sr. Van Halewijn a comentá. Como cu personanan cu no sa nada di estudionan di parha, lo stroba e reproduccion di parhanan, nan no mester pone pia ariba e islanan di rif di Lago. Enan cu gusta naturalceza y cu kier observa e especienan di parhanan di laman cu ta traha neishi eynan, por bini cu un paar di "verrekijker", sinta na Santana di Cacho y disfruta di e show . . .



LAGO'S FIRE FIGHTERS ORGANIZE FAMILY DAY

In June Lago's Volunteer Fire Fighters organized a family day on the Lago Fire Training Grounds. Family members had the opportunity to don on the fire fighting costumes and put on a fire fighting show. The fire trucks and other equipment were put on display for inspection by the visitors. It was a fun and educational outing for the family members.



Testing the new noise dosimeter used in the most recent Industrial Hygiene survey of Lago are, from l to r, Juan Noguera and Rusette Arends from Lago's Safety/Industrial Hygiene Section; Dan Agopowicz, of the Research Environmental Health Division (REHD) of Exxon Corporation, Hugo Morafioti, Esso Inter America; Robert Confer of REHD and Simon Geerman of Lago's Safety/Industrial Hygiene Section.



Over 360 Lago annuitants and their families from overseas travelled to Aruba in June for a reunion. The cocktail party held in their honor at the Eso Club was a good occasion for them to get reacquainted, make new friends and get to know some of Lago's managers. Photo below: Bob Nougte, Lago's Operations Manager; Mrs. Yolanda Griffin; Lago annuitants Mr. Frank Griffin and Mr. Iola Tjin-Tham-Sjin. Mr. Griffin, who had worked at Lago from 1929 to 1959, was General Manager and executive Vice President of Lago from 1956 to 1959. Left photo: Padu Maduro of the Industrial Security Department, providing entertainment for the visitors, accompanying the "cacho di orgel" with the "twiri", something he enjoys doing in his spare time. Photos by: "ANAAAC".



Mr. Naugle:

MAJOR CHALLENGE: MAKE LAGO MORE COMPETITIVE

Q: I've always heard that you're making good about 10% less employees per barrel of BBL's Operations. How about 2% of the remaining 200,000 tons? Under your department how much savings by what have you been able to realize?

A: Operations had positive results during the first half year. We have consistently reduced the scope of our services and reduced our costs. In the first half of the year we were able to reduce our cost per barrel and thus we had a 2% reduction in our cost per barrel. This is a result of our cost reduction program which is a result of our cost reduction program.

Q: What actions has Management taken to reduce the cost of operations?

A: One of the things we had to do was to identify operations. We have identified operations, although compromising our ability to meet our commitment. As a result of our streamlining we are running three out of four gas plants, one of two vacuum units, one and a half units, two of our three rotaries, two of the three Hydrofining plants, two of the three sulphur units. In addition, significant reductions were made in the Light Ends operation by shutting down our Alkylation Unit, a Naphta Hydrotmer and several Light Ends towers. Furthermore, 25% of our tankage facilities have been removed from service as well as



Mr. Robert Naugle
Operations Department Manager

two of our five fuelgasifiers and reflashers.

Q: Can you think of some other actions Management took?

A: Yes. We have also encouraged all levels of the organization to try to assume more responsibility for their operations and to make or suggest as many improvements they can. Even with limited manpower and a tighter budget, we believe there are still many improvements that can be made if we can get the entire organization's help in defining and implementing them. To help accomplish this, as you know, we merged three Mechanical Divisions into two and four Process Divisions into three. We also combined the Mechanical and Process departments into one Operations Department. All of this was done to make it a more effective team. Today, we can say this has resulted in improved teamwork and greater ability to accomplish jobs at a faster pace and lower cost. Along with the excellent assistance and cooperation we receive from the Technical people, we have formed a very effective Process - Mechanical - Technical team.

Q: As we can see, Lago employees, especially those in your department, have been through some major changes and reorganizations since January. Many have had to work overtime, work a different job, deal with different problems than they were used to and take on more responsibility on their jobs. These situations can be stressful at times. In your opinion, how have the employees reacted to these situations so far?

A: The challenges that Lago has faced this year are challenges that an organization is seldom required to deal with in such a limited period of time. Our people have done an outstanding job in meeting these challenges. And not only that, they have also demonstrated better operations as shown by the long runlengths on our gasplants and the vacuum units. The successful start-up of some major projects was also a significant accomplishment. In a short period

The ARUBA ESSO NEWS is published for all Lago employees. Please contact the Editor for permission to reprint or reproduce any portion of this magazine.

Editor: Mrs. Myrna Jansen-Feliciano
 Translation into Papiamentu by: Mr. G. W. Bome
 Photographs by: Joe's Photographic Service
 Printer: Verenigde Antilliaanse Drukkerijen N.V.

we were able to put the HDS Purge Gas Project, the Utilities Modernization Project and the Light Ends Streamlining in operation and we successfully started making butane shipments. In other words, Lago employees have demonstrated that they have the skills, flexibility and determination to successfully meet many difficult challenges.

Q: We have talked about challenges and accomplishments. How about disappointments?

A: Injuries are things we all want to avoid, but unfortunately, two of our Mechanical people suffered serious injuries this year, both on and off the job. This points out the need for continued and increasing emphasis on safety so we can totally eliminate serious injuries. The very costly operating incidents at the Hydrogen and Sulphur Units, which stressed the need for making changes in a number of areas, also constituted a major disappointment. As this article is going to press, we have just had another operating incident, a fire at Pipestill no. 8. While it is still under investigation, our initial knowledge of the cause is that an open bleeder was the source of hydrocarbon fueling the fire. We just cannot afford to let

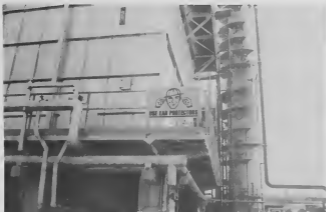
things like that happen. Additionally, we have had to make adjustments to a number of practices pertaining to product blending to ensure our position as a reliable supplier of quality products. These three areas, injuries, operating incidents and product quality control, were our major disappointments this year.

Q: Management has obviously stressed safety in operations during the first half of this year. The Company has held safety meetings, continued with safety audits, and is placing more emphasis on safety in many ways. Just recently, an off-the-job safety campaign was also initiated. Have these activities had any positive effects?

A: I believe it is too soon to draw any firm conclusions, but we have had some positive reactions from our people, indicating their sincere interest about the Company's safety concerns. I have a feeling that the emphasis in operating safety is starting to pay off, but our off-the-job safety performance continues to be a major problem. Do you know that we have had 37 off-the-job lost time accidents through the first half of this year compared to only two on the job? That's why we will continue to stress safety off the job as much as on the job.

Q: The general impression that I get from talking to you and other persons in the organization is that as an organization we have not been doing that bad. As a matter of fact, except for a few unfortunate injuries and errors, we have done a pretty good job in operations so far this year. Does that give us some hope for the future?

A: The entire Lago organization has sufficient capabilities to accomplish many things. It has been demonstrated many times. We have a dedicated workforce that is clearly good enough to compete against any other in the world. I have to point out to you though, that we have to continue to strive for excellent performance, because with mediocre performance we don't stand a chance. We can do a lot to contribute towards a good future for Lago, but it will mean continuous diligent work and close attention to details for all of us. We can do our share if we are determined and work effectively to protect our future. All the publicity about Lago shutting down is very disturbing to all of us, but we must try our best to put these uncertainties aside and concentrate our efforts on the major challenge at hand: making Lago more competitive. We all have a stake in it and every person in the refinery can make a contribution towards that goal.



Over 90 signs on ear protection were posted in the refinery to create more awareness of the need for such protection in certain high noise areas. The highly contrasting black on yellow signs clearly draw the necessary attention.

VIEW FROM THE TOP

Editor's Note: This irregular column called "View From The Top" will feature interviews with members of top management who will give us their views from up there where the perspective of things may sometimes be different than from our platform

Need to control your weight?

GOOD DIET IS ESSENTIAL

Since 60% of Lago male employees, and 40% of Lago female employees are overweight, the topic of weight control should be of great interest to many readers.

Obesity is simply an excess of energy, stored in the body as fat. Fat accumulates whenever the intake of energy, usually measured in calories, exceeds the body's need. In Aruba many people maintain a diet that is very high in starch foods, such as bread and rice, which have a high energy content. These diets also tend to contain very few vegetables, which have a low energy content. Many workers at Lago add to this problem by eating an extra meal while working shifts, or overtime. Insurance company statistics show that overweight people do not live as long as slim people do. They have an increased incidence of heart disease, high blood pressure, diabetes, gall stones, and arthritis. The treatment of obesity is easy: decrease the intake and increase the expenditure of calories. Motivating people to do so is not easy.

The first step to losing weight is to make up your mind to control your weight, and to enlist the help of your friends and family. Cut out a picture of someone you want to look like, or don't want to look like, and put it on the door of your refrigerator. The next step is to become aware of your eating habits. Keep a diary, and write down what you eat, and when and where you eat.

A good diet is an essential part of your weight control program. The main job of the diet is to help you choose foods that will satisfy your appetite and meet the needs of your body, while limiting the calorie intake. There are no magical diets, and no foods that block or use up the calories from other foods.

Exercise is important, to tone up your muscles and cardiovascular system and to help to control your weight. However, it is much easier to eat fewer calories in the first place than to try to work them off later. You have to walk briskly for 20 minutes to burn off 2 pieces of white bread, and 60 minutes for that 1/2 cup of chocolate pudding that you couldn't resist!

And finally, set reasonable goals for yourself. Weight loss should be at a rate of 1 to 2 pounds per week. The standards printed in the accompanying table are reasonable final goals for most overweight people. Remember, the object of weight control is to feel, look, and live better.

* MAXIMUM ALLOWABLE WEIGHTS

If your weight exceeds the value opposite of your height, you probably need to lose weight.

HEIGHT (feet - inches)	WEIGHT (pounds)	
	Men	Women
5-0	128	128
5-2	149	137
5-4	158	146
5-6	167	155
5-8	178	165
5-10	189	175
6-0	200	185
6-2	211	195

* This table is used by the Logistics International Center, U.S. National Institute of Health - Conferences on Obesity.



To improve communications, a new two-way radio system was put into operation in the Maintenance Operations and Mechanical Services Divisions in June. An important feature of this system is that, contrary to the pager system, it allows for two-way communications between the caller and the radio user. On photo: Billy Cannegieter using the radio system in his office at the MOB.

OFF SAFETY

Slips/ Falls
Cuts
Traffic Accidents
Sport Accidents
Burns
Others

Days lost Year-to-Date: 46

ook

Bo mester baha peso?

UN BON DIETA TA ESENCIAL

Ya cu 60% di empadonnan masculino di Lago, y 10% di esnan femenino ta pisa demasiado topico di control di peso mester ta di gran importancia pa hopi leytor.

Obesidad (gordura) ta simplemente un exceso di energia, warda den e curpa den forma di vet. Vet ta acumula ki ora cu e consumo di energia, normalmente mál den caloría, ta surpasa e curpa su necesidad. Na Aruba hopi hende ta mantene un dieta cu ta hopi rico na almidon (= zetmeel), pan y arroz, cualnan tin un gran cantidad halto di energia. E tipo di dietanan aki hopi biaha ta contene masha poco berdura, cual ta contene poco energia. Hopi leytor na Lago ta agregá na e problema aki, dora di come un cantidad extra ora di traha warda, "off the time".

Compañanan di compañanan di esnan ta muestra cu hendenan gordura pa ta baha mes largo cu hende delgá. Nan tin un cantidad mas grandi di enfermedad cu orazon, presión halto di sangre, diabetes, picñanan di bida, y así y así.

El tratamiento di obesidad ta facil: "Stapen" menos y aumentá e gastamento mas bieu. Motivando leytor pa haci esey no ta facil.

E prome paso pa baha peso ta pa duci na aplicá bo mes na controlá bo peso, y pa inclui e ayudo di bo amigonan y bo familia. Pega un portret di un hende cu bo kier of no kier parse, ariba e porta di bo lugáaire. E siguiente paso ta pa bo ta consciente di local bo ta costumbrá di come. Tene un diario, y scitibi aden kiko bo ta come, y ki ora y na unda ho ta come.

Un dieta ta esencial pa bo programa di controlá peso. E traha principal di un dieta ta pa yudaho scohe e cumindanan cu lo satisfacé bo apetito y cu ta cumpli cu e necesidadnan di bo curpa, mientras cu e ta limitá e consumo di caloría. No tin dieta magico, y ningun cuminda no ta blokia of uza e caloríanan di otro cumindanan. Ejercicio ta importante, pa vigorizá bo musculonan y e sistema cardiovascular y pa yuda na controlá bo peso. Sinembargo, ta mas facil pa come menos caloría na prome lugar en vez di purba deshaci di nan despues. Bo mester gana liber pa 20 minuut pa deshaci di 2 pida di pan blanco, y 60 minuut pa e mita cup di pudding di chocolati cu bo no por a resisti!

Y finalmente, pone metanan razonable pa bo mes. Perdida di peso mester hai na un razon di 1 pa 2 libra pa siman. E normanan den e tabla acompañaante ta metanan final razonable pa mayoría di hendenan cu ta pisa dimá. Corda, e objetivo di control di peso ta pa sinti, muestra, y baha miho.

* PESONAN MAXIMO PERMISSIBLE

Si bo peso ta surpasa e cifra opuesto di bo haltura, probablemente bo tin di baha peso.

HALTURA (pia - inch)	PESO (libra)	
	Homber	Muher
5-0	128	128
5-2	149	137
5-4	158	146
5-6	167	155
5-8	178	165
5-10	189	175
6-0	200	185
6-2	211	195

* E tabla aki a ser usa pa Fogarty International Center U.S. National Institutes of Health - Conferencianan di Obesidad.

JOB ISTICS

June	Year-to-date
1	11
0	1
2	9
1	7
0	2
1	7
5	37



Fun and play! About 90 children of Esso Club members participated in this year's Summer Recreation Program organized by the Esso Club. For five weeks, they delighted in sunshine activities such as swimming and camping and expanded their creativity with arts and crafts

E reto principal . . .

(cont. di pag. 4)

pafor di trabao. Esaki ta muestra e necesidad pa aumentá y continuá cu e enfasis ariba seguridad pa asina nos por eliminá accidentenan serio totalmente. E incidentenan operativo masha costoso na e unidatnan di hidrógeno y azulre, loke a acentuá e necesidad pa haci cambianan den un cantidad di area, tambe a constitui un mayor desilusion. Na momento cu e artículo aki bai imprenta, nos a caba di experienciá un otro incidente operativo, un candela na Pipestill no. 8. Mientras cu te ainda e tabao di investigación, nos conocimiento inicial di e causa ta cu un "bleeder" habri tabata e fuente di hidrocarburo cu tabata duna combustible na e candela. Nos no por permiti nos mes pa laga cosnan asina pasa. Adicionalmente, nos mester a ahustá un cantidad di practicanan perteneciente na meclamento di produccion pa sigurá nos posicion como un suministrador confiable di produccion di calidad. E tres arcanan aki, heridanán, incidentenan operativo y control ariba e calidad di produccion, tabata nos desilusionnan principal e aña aki."

P.: Gerencia evidentemente a acentuá seguridad den operacionnan durante e promer mitar di e aña aki. Compania a tene reunionnan di seguridad, a sigi cu bishtanan di seguridad, y ta poniendo mas enfasis ariba seguridad den hopi manera. Recientemente, un campaña pa seguridad pafor di trabao tambe a recordo inicitá. E actividadnan aki tabata tin algun efecto positivo?



Mr. Naugle and his wife Avalyn play tennis on the island's tennis courts where they have met many Aruban families. "One thing I noticed about Arubans," said Mr. Naugle, "is that they have a high sense of moral integrity. And, of course, they are very friendly." Besides tennis, snowskiing and jogging, Mr. Naugle also enjoys his grandchildren. Laughingly he said, "The good thing about grandchildren is that you can spoil them without having to suffer the consequences"

C.: Mi ta kere cu ta mucho tempran pa vega na conclusionnan firme, pero nos a haña algun reaccion positivo di nos hendenan, indicando nan interes sincero pa cu e preocupacionnan cu Compania pa loke ta trata seguridad. Mi tin un sentimiento cu e enfasis ariba seguridad den operacion ta cuminza duna resultado, pero e aplicacion di seguridad pafor di trabao te ainda ta un problema grandi. Bo sa cu nos tabata tin 37 accidente cu pérdida di tempo

pafor di trabao durante e prome mitar di e aña aki compara cu solamente dos na trabao? Ta pesey nos lo sigi enfatisá seguridad tanto na trabao como pafor di trabao. *P.: E impresion general cu mi ta haña papando cubo i cu otro personanan den e organizacion ta, cu como organizacion nos no a haci avino un mal trabao. E hecho ta cu realmente, cu excepcion di algun accidente y errornan desafortunado, nos a haci un trabao hasta bon den operacionnan te avor e aña aki. Esaki ta duna nos algun speranza pa futuro?*

C.: Henter e organizacion di Lago tin suficiente capacidad pa logia hopi cos. Esaki a wordo demostrá hopi biaha. Nos tin un loza obreril dedicá cu ta claramente suficiente bon pa competi contra cualquier otro na mundo. Mi tin di señalá snembaigo cu nos mester sigi haci tur loke ta posible pa un funcionamiento excelente, pasobra cu un funcionamiento mediocre lo no tin posibilidad pa sobrevivencia. Nos por haci hopi pa contribui na un bon futuro pa Lago, pero esaki lo significa e dedicacion continuo na trabao y atencion intenso pa deteyenan di nos tur. Nos por haci nos parti si nos ta determiná y si nos ta comprometidamente pa proteha nos futuro. Tur e publicidad tocante crecimiento di Lago ta masha inquietante pa nos tin, pero nos mester haci tur esfuerzo pa pone e seguridadnan aki un hauda y concentrá nos esfuerzonan ariba e reto principal actual: haci Lago mas competitivo. Nos tin un miñes den esaki y cada persona den e refineria por haci un contribucion pa logia e meta ey.



Nine Lago engineers along with some participants from other Exxon affiliates attended a one-week course in "Safety in Engineering Design" instructed by two Exxon Research & Engineering employees.

BISTA DI ARIBA

Nota di Redactor: E columna irregular aki yamá "Bista di Ariba" lo ofrece entrestistanan cu miembronan di gerencia checutivo cu lo duna nos nan bista for di ey riba unda e perspectiva di cosnan por ta diferente tin biaha cu for di nos plataforma

EXXON NEWS

NEW CONTRACTS FOR CERREJON COAL

Two new contracts have been obtained for Cerrejon Coal, one by Exxon Coal International, a Division of EIA, and one by CARBOCOL, a 50-percent Colombian Government-owned company.

Exxon Coal International - INTERCOR

Exxon Coal International, on behalf of INTERCOR, has obtained a contract with the Finnish Sugar Company, Ltd., for Cerrejon coal deliveries over a three-year period. Beginning in the second half of 1985, a maximum of 200,000 tonnes of high-purity, low-sulfur, low-ash coal will be supplied to Finnsugar.

The contract was negotiated by Finncoal and Finnsugar. Finncoal is a processing company owned by 17 Finnish power companies and industrial enterprises, and Finnsugar is a processing firm. Finncoal has also obtained an additional quantity of coal for its other associates.

CARBOCOL

CARBOCOL has signed on the Electric Fuels Corporation, an affiliate of the Florida Power Corporation, for annual deliveries of about 500,000 tonnes of Cerrejon coal. The contract is for a 54-month period, beginning in January of 1985.

Previously Signed Contracts

By INTERCOR (Exxon affiliate)

- ELSAM — Denmark
- ESB — Ireland

By CARBOCOL (Colombian Government coal company)

- CARBOEX — Spain

Cerrejon Projects Progress

As of the end of May, Cerrejon Coal Project construction was 53 percent complete, as follows:

- The mine: 42 percent complete
- The port: 56 percent complete
- The railroad: 74 percent complete

Above article was reprinted from the "Ahorra".

CONTRATO NOBO PA CARBON DI CERREJON

Dos contrato nobo a wordo obteni pa carbon di Cerrejon un door di Exxon Coal International, un division di EIA, y un door di CARBOCOL, e compania Colombiano den cual Exxon tin 50 por ciento di interes.

Exxon Coal International - INTERCOR

EXXON Coal International, na nomber di INTERCOR, a obteni un contrato cu Finnish Sugar Company, Finnsugar, pa suministro

di carbon durante un periodo di tres aña. Cumenzando den e segundo mitar di 1985, un maximo di 200.000 ton di carbon di calidad halto cu ta contene poco azufre y shinishi lo wordo suministra na Finnsugar.

E contrato a wordo negocia door di Finnsugar y Finncoal. Finncoal ta e compania cumprador cu ta propiedad di 17 compania di electricidad y empresanan industrial na Finlandia, entre nan Finnsugar. Despues di e firmamento di e contrato cu Finnsugar, Finncoal a haci un peticion pa un oferta pa un cantidad di carbon adicional pa su otro socionan.

CARBOCOL

CARBOCOL a firma un contrato cu Electric Fuels Corporation, un afiliado di Florida Power Corporation, pa un suministracion anual di 500.000 ton di carbon Cerrejon. E contrato ta pa un periodo di 54 luna, cumenzando na Januari di 1985.

Contrato Anterior firma

Door di INTERCOR (afiliado di Exxon)

- ELSAM - Dinamarca
- ESB - Irlanda

Door di CARBOCOL (compania di carbon di gobierno Colombiano)

- CARBOEX - Spaña.

Proceso den Projectonan di Cerrejon

Desde fin di Mei, e construccion di e Cerrejon Coal Project tabata 53 por ciento cla, manea ta sigi:

- E mina: 42 por ciento completá
- E waf: 56 por ciento completá
- E ferrocarril: 74 por ciento completá

E articulo aki a ser repodini for di "Ahorra".



To maintain a healthy mind and body many Lago employees indulge in sports activities they organize after working hours. The months of June and July were full of interdepartmental softball and volleyball tournament

activities, where friendship and laughter were the rules of the game The Security Selection volleyball team resulted as the champion and the HDS team as the sub-champion of the volleyball tournament.



"Lago - 60 years in Aruba"

1924 - 1984



The ARUBA ESSO NEWS is published for all Lago employees. Please contact the Editor for permission to reprint or reproduce any portion of this magazine.

Editor: Mrs. Myrna Jansen-Feliciano
Translation into Papiamentu by: Mr. G. W. Bosse
Photographs by: Joe's Photographic Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.
VOLUME 46 - NO. 8

President Cavallaro: excellent work performed through these years . . .

Sixty years ago, when Aruba was still an island of few resources and employment, our Company began to operate as a transshipping terminal, first in the Oranjestad harbour and later in the San Nicolas port. Soon after that, the Lago Oil & Transport Company -- officially established as a Corporation in Ottawa, Canada on August 12, 1924 -- started its journey into the world of oil business by refining its first few barrels of Venezuelan crude in 1929. That marked the beginning of a period of growth, a history of achievement, a lifetime of development for Lago and Aruba. We are all familiar with the development of Lago over the last 60 years. Lago became one of the largest, safest, and most modern refineries in the world. Several million dollars were spent expanding the refinery, modernizing its facilities and training its personnel. Our Company has played a key role in the development of the island and its community and has become one of the major pillars of the Aruban economy.

In the last few years, Lago has continued to invest large sums of money to modernize its facilities and maintain its competitive position. Since 1979, over 125 million dollars capital investment have been made to improve product yields, reduce fuel consumption, improve safety and reliability. The Refinery spent 30 million dollars alone to install two new computer-controlled high efficiency boilers that replace six old units. A 15 million dollar project has recently been completed to recover butane from the refinery gas system and upgrade this to LPG for export. In addition, expenditures of 270 million dollars have been incurred in the last few years to upgrade maintenance standards, equipment reliability, and housekeeping.

Lago has always responded very rapidly to the changing business environment, relying on competent, skillful and loyal employees - 95% of whom are Antilleans. This ability to handle changes has recently been put to the test, prompted by the cutback in crude supplies from 300 to 180 KBD and the increase in crude pricing which occurred last December.

Lago has reacted very effectively to this new difficult situation, by streamlining its operations and adjusting its organization accordingly. The workforce has been reduced by 30% in an orderly manner. With the cooperation from all our employees and Union representatives, we have been able to implement significant changes in a very short period of time without impairing safety and reliability. We now have a leaner, more efficient organization. By minimizing our costs and improving our competitiveness, we are in a better position to face the challenges ahead.

Regarding our future, I can reassure you that we are sparing no efforts to seek a satisfactory



President Antonio Cavallaro

long term supply arrangement with our crude suppliers to ensure the viability of our operation and to continue to contribute to the prosperity of our employees and the Aruban community. I would like to take the opportunity of Lago's 60th anniversary celebration to extend to all its present and past employees, our most sincere gratitude for the excellent work performed through these years, and a most cordial wish for many more years of mutual commitment.

Presidente Cavallaro: excelente trabao haci durante añanan . . .

Setenta aña pasa, tempo cu Aruba tabata ainda un isla cu poco recurso y empleo, nos Compaña a cumenzá operá como un terminal di transbordacion, promé den e bahi di Oranjestad y despues den e bahi di San Nicolas. Poco tempo despues di esey, Lago Oil & Transport Company -- oficialmente estableci como un corporacion na Ottawa, Canada, dia 12 di Augustus 1924 -- a cumenzá su viahe den e mundo di

negoshi di azeta door di refina su promé poco bariham di crudo Venezolano na 1929. Esey a marca e comenzo di un periodo di crecemento, un historia di logro un curso di bida di desaroyo pa Lago y Aruba. Nos tur ta na halansa di e desaroyo di Lago durante e añanan 60 añanan. Lago a bira un di e refinermanan di mas grandi mas segun y mas modernu di mundo. A nos millon dollar a wordo

gasta na expandé e refinaria, mesó unzá e facilidadnan, v entrena su personal. Compañia a luga un papel clave den e desaroyo di e isla y e comunidad y a luga un di e pilaninan principal di e economía Arubano. Den e ultimo añanan aki, Lago a sigi inverti sumanan grandi di placa pa modernizá su facilidadnan y mantené su posición competidor. Desde 1979, mas cu 125 milyon dollar na capital a wordo inverti pa mehora e mandamento di producto, reduci consumo di combustible, mehora seguridad y confiabilidad. E refinaria a gasta 30 milyon dollar pa instalá dos boiler nobo di rendimiento alto y controlá pa computador, pa reemplazá e seis molindanan bieuw. Un proyecto di 10 milyon dollar a bin cla recientemente pa recohá butano útil di e sistema di gas di refinaria, pa e wordo mehora y converti den LPG pa exportacion. Fuera di esey, gastonan montando na 270 milyon dollar a wordo haci den e ultimo añanan aki pa mehora mantenencia di mantenimiento.

confiabilidad di e equipo, y maneho domestico. Lago semper a respondé hopi liher na e cambionan den e ambiente comercial, dependiendo ariba un forza obreril competente, habil y leal, di cual 95% ta Antilliano. Recientemente habilidad di trata cu cambionan, a wordo sometí na un prueba, causá door di e reduccion den e suministracion di crudo di 300 pa 180 mil barril pa dia y e aumento den e preis di crudo na December ultimo. Lago a reaccioná hopi efectivo ariba e situacion nobo y difícil aki, haciendo su operacionnan facil y suave, y ahustando e organizacion conforme e situacion. Nos forza obreril a wordo reduci cu 30% na un manera ordená. Cu e cooperacion di tur nos empleado y representantenan di sindicato, gerencia por a implementá cambionan hopi significativo den un periodo hopi cortico sin perjudica seguridad y confiabilidad. Nos tin awor un estructura di organizacion cu ta menos denso y mas eficiente. Reduciendo nos gastonan y

mejorando nos base pa competencia, nos ta den un mihor posición pa enfrentá e retonan actual. Tocante nos futuro, mi kier reasegurá hoso tur cu nos no ta vasila pa haci tur esfuerzo pa trata na loga un arreglo satisfactorio pa un suministracion ariba un termino largo cu e suministradonan di crudo pa sigurá e viabilidad di nos operacion y continua cu nos contribucion na e prosperidad di nos empleadonan y e comunidad Arubano. Mi kier tume a oportunidad di Lago su celebracion di 60 aña pa extende na tur e empleadonan actual y di pasado, nos mas sincero gratitud pa e traha excelente cu a ser haci durante e añanan aki y un deseo masha cordial pa hopi mas aña di compromiso mutuo

*Esso News cover drawn by
Giolina Henriquez, a local
professional artist.*



SIXTY YEARS — a lifetime. Those SIXTY YEARS were not always prosperous years. Just as in any person's life the Company had its ups and downs, its moments of glory and times of uncertainty. But sixty years by itself is an accomplishment. For any company to have existed for 60 years, many things must have been functioning right.

One of those factors, and also the greatest asset a company can have, is its work force. Lago employees were always known to be hardworking, dedicated and loyal, able to meet challenges as they came along. And that is part, aside from sound management, of what contributed to Lago's 60-year history achievements. Besides a steady take-home pay, what intangible values do employees attribute to their employer? For some employees, Lago may be just a place to work to earn a living. For many others, however, Lago means a little more than that, a place to grow professionally, an opportunity to

meet challenges, a chance to prove one's capabilities ... Some employees, with different backgrounds, education, and years of service, were asked to give their personal views on what they value most in their jobs. Here are the answers:

• **On August 12, 1984**, the same date that Lago completed its 60th anniversary, Hubert Dirks, better known as "Molli", commemorated his 10th year of service. Molli is at present an Advance I Instrumentman in the Instruments/Electrical Section of the Operations Department. An avid sports player, he organizes many sports activities for his section. "You need recreation," he says, "especially if you work hard. The tournaments we organize for Lago employees creates a good atmosphere between the employees." How about work? "Lago is a competitive company, so you have to demonstrate that you can do the job. In our section there is a lot of competition; everybody has to keep up to date

A PLACE TO GROW



Any ambitions? "To reach as far as I can ...," said Molli, an Advance I Instrumentman in the Instruments/Electrical Section of the Operations Department.

with the new technology and that is very demanding. I think my job is challenging, because often I have to repair new equipment without getting specific training for it; and, when problems arise, I have to troubleshoot until I can solve the problems....." Any ambitions? "To reach as far as I can," said Molfi, "although, a lot depends on the opportunities that will come my way....."

• **A graduated marine engineer,** Randolph Peterson, had worked as such for 7-1/2 years for Shell, ashore and on board of ships. For the last 6-1/2 years he held a job as Coordinator Ship Manager and Purchasing Manager for the Dok Maatschappij in Curaçao. With those 14 years of experience behind him, he was employed by Lago as Group Head of the Storehouse Materials Operation in October of '83. "I personally believe it was advantageous for me to have started my career at Lago in this section, and, at that time, because I was able to use my experience to introduce and implement many changes," commented Randolph. He explained: "Due to the 38% manpower reduction in our section, reorganization had to take place, things had to be changed, corrected, and employees had to be trained to take each other's job.

And all that had to be accomplished while we were working towards a more acceptable level of service." In the short time he has been with the Company, what are Randolph's experiences so far? "One of the things I appreciate is that I had the opportunity to attend good training programs here," he said, "such as the Compensation, Transition, and First Line Supervisory workshops. Another type of training that I consider to be very important, and wish to promote for our section, is on-the-job training. Teaching people why certain things should be done creates in them more interest for their work, which in turn encourages them to produce more in quality and quantity." "Furthermore, from my own experience, I can say that those in a higher position than you value your input. I have personally not yet experienced that my boss asks me a question and then just files the answer. I feel that my opinion is valued and to me that is how your superior expresses that he

values your expertise, because that is how I deal with my subordinates also."

Having worked at two other large companies prior to joining Lago, in what aspect does Lago stand out the most to Randolph? "The fact that Lago is a production oriented organization," he said. "In many other organizations" he explained, "two persons employed in the same position on the same date have to start with and continue with the same salary for as long as they perform the same work. I don't believe in that system. Here, at Lago, your opportunities for advancement and your growth in income are determined by your performance. And I think that is the best system. Some people say that money is a demotivator, but I don't believe it is....."

• **In 1947, Anselmo Semeleer** enrolled in the Lago Vocational School as an apprentice. As he was reminiscing about those days, he indicated that attending that school was one of the most significant events in all his years of employment with Lago. "It is through the Lago Vocational School that I became a first class carpenter," he said.

One of the pleasant experiences that stands out the most in his 37 years with Lago were his 16 years as master of "driving piles." "I am the only person still at Lago who has witnessed how piles were driven into the sea bottom when Reichert 1 was built," commented Anselmo. "In that job, I have worked together with geologists, performing dredging work, checking sea movements, and pile driving. It was hard work."

In the 1970's, however, Lago sold the pile driver, and Anselmo then moved to the Process - Fuels Division. On January 1st of this year, he became a permanent operator.

Anselmo is an active member of the Independent Oil Workers Union of Aruba having served as board member, shop steward, and Union President from 1978 to 1982.

• **I want to broaden my horizon,** learn more, teach others what I've learned, and subsequently establish a more productive workplace," said Barbara Lee, a Systems Analyst in the Mathematics, Computers and Systems Division of the

Administrative Department. Barbara, who has had some prior experience in computer applications in the United States, joined Lago in October of 1982. At the start of her career here, she was assigned to maintain the personnel system. After a while, she became the main Systems Analyst of the Hewlett Packard 3000 computer system. "The Hewlett Packard project was a big challenge for me," said Barbara, "because it meant learning a totally new computer system and application. In addition, the HP is a real-time on-line system. This means that any processed transaction will take



"... Lago has stimulated my professional growth," said Barbara Lee, Systems Analyst in the Administrative Department.

place immediately. Management is looking into more on-line systems for Lago. One of my future challenges is also to be involved with the implementation of those systems."

Another detail that Barbara values in her job at Lago is the fact that she has had the opportunity to attend many courses here and abroad. "This has enhanced the development of my career and has created efficiencies in my work," she commented. "I can certainly say that Lago has stimulated my professional growth."

• **C. Victor Hunt, at present a Contact Engineer** in the Operations Support Division, has been at Lago for five years after graduating with a Masters degree in Chemical engineering from the University of Twente in Holland. At Lago he has also worked in Process Design and Business Planning & Coordination. Fresh

50 of University, what were the greatest challenges? The biggest challenge I had when I started was Lago. In fact, I was to develop my own personal communication skills, as well as technical and theoretical skills. Because I have found that using these interpersonal, organizational skills are necessary in order to be able to function in any organization. As a matter of fact, I believe that getting things done in a big organization such as Lago, where you have different forces working in different directions, is the most valuable skill a professional can have here."

How about challenges in the technical field? Vic feels that the complexity of the refinery itself is a challenge. "When you work in a refinery where everything has to be done in harmony, because all the units are interconnected," he said, "you have to gain knowledge



"The biggest challenge I had when I started with Lago ... was to develop my interpersonal communications skills, ..." said Vic Hunt, Contact Engineer in the Operations Support Division of the Technical Department.

about all the units, and that enriches your technical knowledge." The fact that Lago is a 60-year old refinery with some old equipment is not discouraging to Vic. "On the contrary," he said, "it is a challenge to do a good job so you can keep it going for another 60 years. And besides, because Lago is old, there are a lot of highly experienced people around. Working with them is valuable for the development of a new engineer."

In conclusion, Vic said that every day of work is a challenge for him. "You just have to keep on perfecting yourself," he said, "and if things aren't going too well, it's a big challenge to try to make 'em better."



Sesenta aña ... henter un bida
E sesenta añanan es no tur ora
abata añanan próspero. Manera
600 bida di cualquier persona, e
casopaña tabata tin su temponan
1960 y mald, su temponan di gloria
y di misguridad. Pero sesenta aña
1995 su mes ta un logro caba. Pa
cada bida compania a existi 60
año hopi cos mester tabata
funciona bon.

Tu di e laborian, y tambe e
elemento di exito di mas grandi cu
un compania por tin, ta su forza
humano. Empleadonan di Lago
sempre tabata conoci pa ta traha
duro, pa ta dedica y leal,
competente pa enfrentá retonan
segun nan tabata presentá nan
mes. Y esey ta parti, además di un
maneho sano, di loke a contribui
na e logronan di Lago den su
historia di 60 aña.
Fuera di un salario liho pa nan
haha caya, kiko ta e balonan
intangibile cu empleadonan ta
atribui na nan doño di trabao?
Pa algun empleado e ta solamente
un lugar pa nan traha y gana
nan pan. Pa hopi otro nan, sin
embargo Lago ta significá un poco
mas cu esey: un lugar pa crece
profesionalmente, un oportunidad
pa enfrentá retonan, un chens pa

proba nan capacidatnan
Agun empleado, cu
antecedentenan, educacion, y
añanan di servicio distinto, a
wordo puntrá pa duna nan
opinionnan personal atiba loke
nan ta valorá mas den nan trabao.
Ata e contestanan aki:

• **Dia 12 di Augustus, 1984,** e
mesun lecha cu Lago ta completá
su di 60 aniversario, Hubert Dirks,
mihor conoci como "Molli", a
conmemorá su di 10 aña di
servicio. Actualmente Molli ta un
Advance 1 Instrumentman den e
Instruments Electrical Section di
Operations Department. Un
deportista ansioso, e ta organizá
hopi actividadnan deportivo pa su
seccion. "Bo tin mester di
rececion," e ta bisa,
"especialmente si bo ta traha duro.
E tonconan cu nos ta organizá pa
empleadonan di Lago ta crea un
bon ambiente entre e
empleadonan." Con bo ta haña e
trabao? "Lago ta un compania
competidor, pesei bo mester
demostrá cu bo por haci e
trabao. Den nos seccion tin hopi
competencia, tin hende mester
keda "up-to-date" cu e tecnologia
nobo y esey ta hopi exigente. Mi

UN LUGAR PA CRECE

ta haña cu mi trabao ta retador,
pasobra hopi biaha mi mester
drecha equipo nobo sin haña
entrenamiento specifico pe; y, ora
cu surgi problema, mi mester
"troubleshoot" te ora cu mi
resolvé e problemanan"
Bo tin ambicionnan? "Pa yega te
unda mi pór," Molli a bisa,
"aunke, hopi ta dependé di e
oportunidadnan cu lo hini mi
caminda"

• **Un ingeniero naval graduá,**
Randolph Peterson, a traha como
tal pa 7-1 2 aña pa Shell, na tera
y na bordo di haiconan. Pa e
ultimo 6-1 2 aña su trabao tabata
Coordinator Ship Manager y
Purchasing Manager na Dok
Maatschappij na Curaçao. Cu 14
año di experiencia su traa, el a
wordo empleá pa Lago como
Group Head di Storehouse
Materials Operation na October di
'83. "Ami personalmente ta kere
cu tabata ventahoso pami pa a
cuminzá mi carrera na Lago den e
seccion aki, y, na e tempo ey,
pasobra mi tabata por a uza mi

experiencia pa introduci y implementá hopi cambianan," Randolph a comenta. Ela splica: "Pa motibo cu e personal den nos seccion a wordo reduci cu 38%, reorganizacion mester a tuma lugar, cosnan mester a wordo cambiá, corehí, y empleadonan mester a wordo entrená pa tuma trabaoan di otro. Y tur esey a wordo lográ mientras cu nos tabata traha pa yega na un nivel di servicio mas acceptable." Den e corto tempo cu e tin cu e



"I feel that my opinion is valued..." said Randolph Peterson, Group Head of the Storehouse Materials Operation, Administrative Department.

Compania, kiko Randolph su experiencianan ta te awoi? "Un di e cosnan cu mi ta aprecia ta cu mi tabata tin e oportunidad pa asisti na bon programan di entrenamiento akinán," ela bisa. "manera e "workshop" nan di Compensation, Transition y First Line Supervisor. Un otro tipo di entrenamiento cu ami ta considerá di ta hopi importante, y cu mi kier promove pa nos seccion, ta entrenamiento na trabao. Siñando hendenan pakiko cierto cosnan mester wordo haci, ta crea den nan mas interes pa nan trabao, loke na su turno ta encurashá nan pa produci mas den calidad y cantidad."

"Mas ainda, di propio experiencia, mi por bisa cu esnan den un posicon mas halto cubo ta apesá bo punto di bista. Ami personalmente no a experienciá ainda cu mi hefe ta puntrami algo y simplemente no ta haci caso di mi contesta. Mi ta sinti cu mi opinion ta valioso y pa mi esey ta e manera cu bo hefe ta expresá cu e ta valora bo abilidadnan."

pasobra ta asina ami ta trata cu esnan cu ta traha bao di mi tambe."

Despues di a traha anteriormente pa dos otro companianan grandi, promé cu ela drenta servicio di Lago, den ki aspecto Lago ta resalta mas pa Randolph? "E hecho cu Lago ta un organizacion orientá ariba produccion," ela bisa. "Den hopi otro organizacion," ela splica, "dos hende cu wordo empleá den e mesun posicon ariba e mesun lecha mester cuminzá y sigi cu e mesun salario intan cu nan haci e mesun trabao. Ami no ta kere den e sistema ey. Aki na Lago, bo oportunidanan pa avanzá y e aumento den bo salario ta wordo determiná a base di e trabao cu bo ta checutá. Y ami ta pensa cu esey ta e mihor sistema. Algun hende ta bisa cu placa ta un dómotivador, pero ami nó ta kere cu e ta"

● Na 1947, Anselmo Semeleer a inscribi na Lago Vocational School como un "apprentice".

Recordando e dianan ey, ela indicá cu siguiendo cursoan na e skol ey tabata un di e eventonan mas significativo den tur su añanan di empleo cu Lago. "Ta e Lago Vocational School a haci cu mi a bira un carpinté di pimieta clase," ela bisa.

Un di e experiencianan placentero cu ta resaltá mas den su 37 añanan cu Lago tabata su 16 añanan como "master of driving piles". "Ami ta e unico persona te ainda na Lago cu a presenciá con e stácanan tabata wordo clabá den e fondo di laman ora cu Reelbenth 1 a wordo construí," Anselmo a comentá. "Den e trabao ey mi a traha huntu cu geólogonan, checutando trabaoan di diagamento, averiguando movimiento di laman, y claba



On August 23, Mr. Pieter van Kesteren, the minister of Economic Affairs of Holland paid a visit to the Esso refinery. Accompanying him were the Esso representative and his staff. Dave Fleming is shown in the foreground. The photograph shows an overall view of the refinery's operations. The Esso refinery was built during the royal visits. In 1955 and - 1956, the Esso refinery was visited by the royal visits. In 1955 and - 1956, the Esso refinery was visited by his Royal Highness Prince Bernhard, married to Queen Juliana of Aruba.



stata. E tabata mi trabao duro. Den e añanan 1970, simbrabago Lago a hende e "pale driver", esta e machin pa cubri stata. Amselmo a traslada pa Process Fuel's Division. Dia promé di Januari di e aña aki, cla bira un operador permanente. Amselmo ta un miembro activo di e Independent Oil Workers Union di Aruba y a ocupá e puesto di miembro di directiva, shop steward, y presidente di 1978 pa 1982.

• **"Mi kier ampliá mi horizonte,** siña mas, instrui otronan bibe ami a siña, y subsiguientemente crea un lugar di trabao mas productivo." Barbara Lee, un Systems Analyst den e Mathematics Computers and Systems Division di Administrativa Department, a bisa. Barbara kende tabata tin algun experiencia anterior den aplicacionnan di computador na Lago e Unidos, a diventa den servicio di Lago na Octubre di 1982. Na principio di su carrera aki en e mundo cuarga cu algun comento di sistema di personal. Algun tipo di spues, ela henter Systems Analyst principal di sistema di computador Hewlett Packard 1000.

E proyecto di Hewlett Packard cubata un reto grandi pami," Barbara a bisa. "pasobra e tabata esera cu un mester a siña un aplicacion y sistema di computador, totalmente nobo. Ademas, e HP ta un "real-time online system". Esaki kietmen cu exigencia transaccion cu wordo procesa lo toma lugar inmediatamente. Gerencia ta studiando e posibilidad pa Lago traha mas di e "on-line system" nobo aki. Un di mi rétonan pa henter ta pa ta envolvi tambe cu e implementacion di e sistemanan cu.

Un otro detaye cu Barbara ta aprisa den su trabao na Lago ta e oportunidad pa asisti na hopi curso aknan y den exterior. "Esaki a yuda contribui na e desaroyo di mi carrera y a crea eficienciaan den mi trabao," ela comenta. "Mi por bisa seguramente cu Lago a stimula mi crecimiento profesional."

• **C. Victor Hunt, actualmente un Contact Engineer** den Operations Support Division, tin 5 aña ta traha na Lago despues di a gradua cu un grado di "Master"

den ingenieria quimica den e Universidad di Twente na Hulanda. Na Lago ela traha tambe den Process Design y Business Planning & Coordination. Como graduado recién, kiko tabata Vic su rétonan mas grandi? "E reto mas grandi pami ota mi a cuminsa na Lago," ela bisa. "Tabata pa desaroyá mi abilidad pa comunicacion interpersonal, contra mi abilidad tecnico intelectual, pasobra mi a descubri cu e uso di e abilidadnan interpersonal organizacional ta necesario pa por funciona den cualquie organizacion. En realidad, mi ta kere cu pa logra realizacion di e trabaoan den un organizacion grandi manera Lago, unda cu bo tin lozanan distinto actuando den diferente direccion, ta e abilidad di mas valioso cu un profesional por tin akina." Kiko ta e rétonan ariba tecnico

den e Vic ta sinti cu e "complejidad di e refinaria mès ta un reto." "Ora cu bo traha den un refinaria unda tur cos mester wordo haci den harmonia (pasobra tin e unidatnan ta interconectá)," ela bisa, "bo tin di haña mas conocimiento técnico." E hecho cu Lago ta un refinaria di 60 aña bicu cu algun equipo bicu, no ta descurashá Vic. "Al contrario," ela bisa, "ta un reto pa haci un bon trabao pa asina bo por tené den operacion pa un otto 60 aña mas. Y además, pasobra cu Lago ta bicu, tin un cantidad di hende sumamente experienciá akina. "Trabando cu nan ta valioso pa e desaroyo di un ingeniero nobo." Concluyendo, Vic a bisa cu cada dia di trabao ta un reto pe. Bo mester continuá cu perfeccioná bo mes," ela bisa. "Y si cosnan no ta bavendo mucho bon, ta un reto grandi pa puiha di mehojá nan."

6.5 Billion Barrels of Oil

Up to August 12, 1984, Lago Oil & Transport Company, Ltd. has processed:

6.5 BILLION BARRELS OF PETROLEUM.

How much, really, is 6.5 billion barrels of oil?

Here are different ways of looking at it:

- 6.5 BB of oil cover the entire island of Aruba, with stacks placed side by side 11 barrels high
- 6.5 BB of oil cover the island in its totality 1,800 times
- 6.5 BB of oil cover the complete surface of the island with an oil layer of 5-1/2 meters high
- 6.5 BB of oil would satisfy the energy demand of the entire population of the United States for one year (according to 1981 U.S. consumption statistics).

Impressive? You bet!

Congratulations for your contribution to these barrels.

Circle 4 Post Office Box 6000, Oranjestad, Aruba, P.O.

6.5 Billion Baril di Azeta

Te cu dia 12 di Augustus 1984, Lago Oil & Transport Company, Ltd. a procesá:

6.5 BILLION BARIL DI PETROLEO.

Cuanto 6.5 billion baril di azeta ta realmente?

Aki tin diferente manera di miré:

- 6.5 billion baril di azeta ta cubri henter e isla di Aruba, cu barilnan poni den filanan banda di otro cu un altura di 11 baril ariba otro
- 6.5 billion baril di azeta ta cubri e isla den su totalidad 1800 biaha
- 6.5 billion baril di azeta ta cubri henter e superficie di e isla cu un capa di azeta di 5-1/2 meter di altura
- 6.5 billion baril di azeta lo satisficé e demanda pa energia di henter e poblacion di Estados Unidos pa un aña (segun e consumo di E.U na 1981).

Impresionante? Sigur cu si!

Pabien pa bo contribucion na e barilnan aki.

OUR REFINERY



AS IT IS NOW ...



*modern and
efficient*



*OUR EMPLOYEES
TODAY ...*





At work



Following courses and

giving instructions



70th Anniversary



Lord Boxoe dedicates song to Lago

"GOD BLESS LAGO" is the title of the calypso that Lago Amnutaant, Yriad Illidge, better known as Lord Boxoe, recorded on a 45 rpm record on the occasion of Lago's 60th anniversary.

"That calypso is based on my personal feelings toward Lago," said Lord Boxoe. "Lago meant everything to me. I started to work here as a kid, when I was only 14 years old, and I worked here practically all my life. Everything I know I got from Lago." That song was also written as a tribute to every Lago employee who has contributed to Lago's existence for sixty years.



Lord Boxoe presented his record "GOD BLESS LAGO" to Lago's President, Antonio Cavallaro, on the occasion of Lago's 60th anniversary.

Lord Boxoe, who went on pension on January 1 of this year after 38 years of service, last year became Road March King with the famous "Ge-Ge." In the 20 years that he has participated in the carnival contests, he has won a total of 16 titles, either as Road March King or Calypso King. Some of his best carnival compositions such as "Ge-Ge" and "Meaty" were recorded on the other side of the record. Music as accompaniment was provided by Triple "S" with three Lago employees as band members: Sonny Hoo, Manager and saxophone player, Casin Giel, pianist; and Larry Hoo, trombone player.

reminisces about the past

Still an energetic and active member of the community, Freddy Dirksz is the only Lago annuitant alive today who started working in 1924, at the beginning of Lago's now 60-year history.

"The other two boys, Manuel Geerman and Gabriel Weisman, who started together with me," related Freddy, "had as their job to row boats for Messrs. Wolfson and Gray who, as part of a survey, came to Aruba to measure the depth of the ocean by the San Nicolas harbor. At 14 years of age, I was what they called a 'waterboy'. I would go around serving water for the oil representatives to drink," said Freddy.

Eventhough that was 60 years ago, Freddy seems to remember many things: names of people, which ships anchored first at Lago and where everything was located. He also remembered exactly how much he earned. "I was the person with the lowest salary at that time,

FREDDY DIRKSZ



Freddy Dirksz... the only annuitant alive, who has eyewitnessed the very beginning of Lago's 60-year history, recalls some pleasant memories of the times ...

earning NAFs, 0.25 per day. That came out to NAFs, 1.50 per week, because we had a six-day work week," said Freddy with a smile, as he continued, "some others were paid NAFs, 1.00 per day. Johan Eman would come on pay day to pay us in florins." Was NAFs, 1.50 per week enough? "Sure," he said.

What about transportation in those days? "In the early beginnings, some people walked to work. Others used donkeys as their

papiando di pasado

Ainda un miembro enérgico y activo de la comunidad, Freddy Dirksz es el único pensionista de Lago que todavía vive, con una compañía que comenzó en 1924, al principio de la historia de Lago su 60 años de historia.

"E otro dos muchacho con mi Manuel Geerman y Gabriel Weisman, kendenan a comienso hunto cumi" Freddy a relata "tabata tin como nan trabao, rema hoto pa señoras Wolfson y Gray, kendenan como parti di un estudio topografico, a bin Aruba pa midi e profundidat di e lagon banda di e bahi di San Nicolas". Ami, na edad di 14 años tabata loke nan tabata vama un "waterboy". Mi tabata un niño representantenan petroliero subiendo nan awa pa nan beldi. Freddy a bisa

Aunke ta mas cu 60 años pasa, Freddy ta pase di ta corda hopi cos. Nòmber di hendenan cual banonan a anka prome na Lago, unda tur cos tabata situa. E ta corda tambe exactament e cuanto e tabata gana. "Ami tabata e persona cu e salario mas abao e tempo ey, ganando NAFs, 0.25 pa dia. Esaki tabata monta na NAFs, 1.50 pa siman, pasobra nos tabata traha ses dia pa siman." Freddy a bisa cu un sonrisa, mientras e tabata sigui conta, "algun otro tabata wordo pagá NAFs, 1.00 pa dia. Johan Eman tabata bin arba dia di pago pa paga nos na florin. "NAFs, 1.50 pa siman tabata basta? "Sigui cu si," e la contesta. Con tabata paí cu transportation den e temponan ey? "Na principio algun hende tabata cana bai trabao. Otoman tabata usa burico como nan medio di transportation. Nan tabata mara nan buriconan na un matí kwilhi polo di e porton, ora nan vege arba di luna munta, prepara cu speceri."

Our Company is known to have the finest and loyal employees. Not surprising that our present directors have used 25 months of Service at Lago and 129 of those have done so with us since. Some were awarded medals in 1924.

A special word of appreciation and commendation is therefore in these circumstances hereby extended to Lago's steadily and development. Thank you for your dedication, loyalty and commitment. Thank you for your hard work and excellent work.

REMINISCES . . .

means of transportation. They tied the tin donkeys at a "kuiña" tree outside the gate when they arrived on Monday mornings equipped with seashells, conical pots and pans, for they didn't leave for home again until at the end of the workweek. Between those days, they slept in hammocks or, later on, in the barracks. In the evenings, they went fishing close to where the OMCC building is now. Iried it fresh fish every day, and ate it together with the lunch that they'd already prepared. That's how it was . . ." reminisced Freddy.

In Freddy's 40 years of service, there were at least three very pleasant events that still hold a place in his memory. "I cannot forget the big party that Captain Rodger had at the White House when the two big ships, named Cerro Azul and Cerro Ebano, entered the San Nicolas Bay. There was lots of food, drinks, and people . . ." The 4th of July celebrations were also memorable. "Everyone was welcome. The works were thrown on the ocean close to the PH-1 area and lots of sports activities were organized, such as baseball games and polo games on donkeys . . ."

"But the most impressive happening," said Freddy, "were the dining on ice shows in the 60's. They were held behind the Rainbow Bakery every night for 600 weeks. It was beautiful, the most impressive happening I ever experienced. I was there every night."

During his 40 years at Lago, Freddy was a very active employee. For a few years, he was President of the Lago Employee Council, an organization representative of the union. At present, Freddy Dirksz still sings to the locally acclaimed "Vivons en Chantant" group and for the Sta. Teresita Church Choir. He also works full time for the School of Arts in San Nicolas.

PAPIANDO . . .

hariñ' y lunchi, panchu y weya, ya cu ta te fin di siman nima nan tabata bai cas atrobe. Den e dianan di siman nan tabata diumi den harnaca oi, mas despues, den e basacanan. Anochí nan tabata bai piscá cerca di unda e edificio di OMCC ta awor, basa e piscá [pisca freseo tin dia], y comé hunto cu e lunchi cu ya nan a prepara caba . . . Ta 'sina cos tabata antes . . ." Freddy a relatá, cordando pasado.

Den Freddy su 40 aña di servicio, tabata tin por lo menos tres evento placentero cu ainda ta ocupá lugar den su memoria. "Mi no por lubidá e fiesta grandi cu Captain Rodger a organizá na Casa Blanca ora cu e dos barconan grandi, yamá Cerro Azul y Cerro Ebano, a drenta e bayo di San Nicolas. Tabata tin hopi cuminda, behida, y hende . . ." E celebracionnan di 4 di Juli tambe tabata memorable. "Tui hende tabata bon-bini.

Klapchi y vuurpijl tabata wordo tirá ariba laman cerca di e area di PH-1 y hopi actividadnan deportivo tabata wordo organizá: manera weganan di baseball y weganan di polo ariba burico . . ."

"Pero e suceso mas impresionante," Freddy a bisa, "tabata e shownan di 'baile ariba ijs' den añanan 40. Nan tabata wordo teni tras di Rainbow Bakery tur anochi pa dos siman largo. E tabata bunita, e suceso mas impresionante cu hamas mi a yega di presenciá. Mi tabata eyan tur anochí."

Durante su 40 añanan na Lago, Freddy tabata un empleado hopi activo. Pa varios aña e tabata presidente di Lago Employee Council, un organizacion representante di empleadonan. Actualmente, Freddy Dirksz ta canta ainda pa e localmente aclamá grupo Vivons en Chantant y pa e coro di misa Sta. Teresita. Tambe e ta traha "fulltime" pa e School of Arts na San Nicolas.

Lord Boxoe ta dedicá cantica na Lago

"GOD BLESS LAGO" (Dios bendiciona Lago) ta e título di e calypso cu pensionista di Lago, Yvad Illidge, mihor conoci como Lord Boxoe, a graba ariba un disco di 45 rpm na ocasion di Lago su 60 aniversario. "E calypso ta basá ariba mi sentimentonan personal pa cu Lago," Lord Boxoe a bisa. "Lago tabata significá tur cos pami. Mi a cuminzá traha akinan como mucha, tempo cu mi tabata tin solamente 14 aña, y mi a traha



"I was nicknamed 'Boxoe' by my parents when I was a baby, because I was fat and they happened to know a fat man with that name," explained Yvad Illidge. When he first participated in the calypso contest over 20 years ago, he called himself 'Lord' Boxoe. It is under that name that he won 16 trophies over the years.

akinan practicamente henter mi biga. Tui loke mi sá mi a siña di Lago." E cancion a wordo scidá tambe como un homenage na cada empleado di Lago cu a contribuí na Lago su existencia pa sesenta aña.

Lord Boxoe, kende a bai cu pension dia 1 di Januari di e aña aki despues di 38 aña di servicio, ana pasá a bira Road March King cu e famoso "GeGe". Den e 20 añanan cu ela participá den e contestnan di carnaval, ela gana un total di 16 título, sea como Road March King of Calypso King. Algun di su mihor composicionnan manera "GeGe" y "Meat" a wordo graba ariba otro banda di e disco.

Acompañamiento musical tabata den man di Triple "S" cu tres empleado di Lago como miembro di e banda: Sonny Hoo, Manager y saxofonista; Casin Giel, pianista, y Larry Hoo, trombonista.

DID YOU KNOW?

... the first ESO (Esso) was introduced in January 29 of 1929
... Lago refined I out of 400 lbs of aircraft fuel used by the Allies during World War I
... a peak of 800 employees was reached in early 1949

... the first ESO (Esso) was introduced in January 29 of 1929
... Lago refined I out of 400 lbs of aircraft fuel used by the Allies during World War I
... a peak of 800 employees was reached in early 1949

LAGO THROUGH THE YEARS LAGO

The beginnings

On August 14, 1924, the steamer Brion arrived at Aruba with on board Captain Robert Rodgers, Captain William Clark, and J. Oswald Boyd, who were looking for a harbor where the crude oil from Lake Maracaibo could be transhipped for the British Equatorial Oil Company.



Captain Robert Rodger, a Scot by birth, came to Aruba in 1924 looking for a harbor suited for crude transshipment. Mr. Rodger was referred to as "Mr. Lago" for many years.

Lago Petroleum Corporation bought up the British Equatorial Oil Company and out of this arose Lago Oil & Transport Company, Limited. For the time being, the sole purpose of the Company was the establishment of a transshipping station. In 1925, the British shares in Lago passed into the hands of the Pan American Petroleum Corporation; and in July 1927, a group of experts including Lloyd G. Smith, arrived in Aruba to investigate whether the transshipping station could be converted into a refinery to refine Venezuelan crude. Aruba was favored above other places

the date the first barrel of crude went through the stills. In the first years of its existence, 22 million dollars were invested on extension projects. In the meantime, the Standard concern, which was interested in Aruba, had taken over the whole industry from the Pan American Corporation on behalf of the Standard Oil Company of Indiana. In 1932, the industry passed into the possession of the Standard Oil Company of New Jersey. The Esso trademark was formed by the letters S and O of Standard Oil.

Expansion

Expansion continued, and in 1937, a start was made by cutting an entrance through the reef on the westside so that ships no longer needed to run around in the narrow harbor basin. The harbor's equipment was brought up to date, and a hospital was built for the amount of US\$200,000.00. The so called "Colony" came into being. In 1937, Lago Heights, consisting of 150 houses, became

the first "outside" settlement built by Lago. This was soon followed by Essoville, and in 1947, "Lagoville" was built by a special branch of Lago, the Home Building Foundation.

The War Years

Lago and Aruba played a most important role throughout the Second World War, refining 1 out of every 16 barrels of aircraft fuel used by the allied forces. It was no coincidence then that the first torpedo fired in the Western Hemisphere during the war, struck the island of Aruba in February 1942. Several ships, anchored just outside the San Nicolas harbour, sunk and many lives were lost as a result. During the war, Lago built its single largest unit, the catalyst cracking unit or PCAR, which started operation in 1943 and was closed down about thirty years later.

Postwar Activities

When the refineries returned to peacetime operations after the war



Views of Lago's main gate in the early beginnings ...



The First Barrels

January 29, 1929, is recorded as



The tank above is recorded as "probably the first tank" built at Lago

period, it saw tremendous activity in maintenance and reconstruction programs. The harbor was reconstructed, a Main Shop housing the carpenter, welding, smith, blacksmith, pipe fitter and electrical operations under one roof was constructed, the hospital was expanded, and a laundry and bathhouse were built.

With all the postwar activities, Lago reached an all-time peak of about 3,300 employees of which about 600 were expatriates. The community needed a department commandant, approximately 600 employees to manage maintenance and repair of over 600 houses, had 1000 quarters, a hospital, dining hall, clubs, commissaries, and the Lago Sport Park.

The Harbor

As had been necessary for the repair and maintenance of the Lake Tanker fleet operated from 1926 to the mid-fifties, when the decision to opening to Lago. Major work was accomplished, although the need for lake tankers.

A succession of dredging projects and dock changes kept pace with the trend toward larger tankers. Two off-shore berths were built in connection with transshipment

of crude oil to Exxon refineries in the U.S. Reelberth 2, the deeper of the two reelberths, has accommodated the largest vessel afloat, the 560,000 ton Seawise Giant.

Modernization, Workforce Reduction

Major changes took place in the refinery during the late fifties, with a move toward lower refining units with greater capacity. A number of the stills built in 1928 were rebuilt and modernized and many were torn down. New technology became necessary as the requirements of the users of petroleum became more exacting. Many factors contributed to the reduction in the refinery's workforce during the fifties.

Competition increased through the decade, principally through the construction of new refineries and expansion of existing ones in nearly all of Lago's marketing areas. As the Aruban community itself progressed to the point where it could provide services which formerly were nonexistent on the island, and as the need for greater efficiency and elimination of nonessential activities became obvious, Lago switched from a completely self-sufficient entity to purchased or contracted services when these became available. All

this brought about a constant reduction of the workforce through the years. From a peak of 8,300 employees in 1949, it went to 5,134 in 1960, 2,305 in 1965, 1,618 in 1977, and finally to less than one thousand in January of 1984.

LVS/LSF

The Lago Vocational School, which since 1935 had prepared close to a thousand young men for jobs with Lago by extending their education, ceased operations in 1957. By that time, the government-operated Aruba Technical School was giving vocational training. In March, 1957, the Lago Scholarship Foundation was established to aid Aruba students seeking higher education in Holland and the United States.



Automobile no. 124-A is recorded as "probably the first one" to drive within Lago boundaries.

Billions of Barrels

Since the Lago refinery started operating on January 29, 1929, the total barrels of crude refined has surpassed 6,500,000,000 (six and a half billion). The first billionth barrel was attained on March 15, 1945, the second billion on July 4, 1952, the third billion was reached on February 9, 1959, the fourth billion on January 19, 1965. On October 14, 1971, Lago refined the fifth billion barrel of oil. The sixth billion mark was reached on February 15, 1979.

Information compiled by: Carlos Z. de Cula

Main Source: Johan Hartog's "History of Aruba"



Before Lago, the Aruba Phosphate Company built railroads on property that is now leased by Lago, for the transport and shipment of phosphate.

LAGO

DEN TRANSURSO DI AÑA

LAGO

E cuminzamento.....

Dia 14 di Augustus 1924, e bapto Bion a yega Aruba cu na bordo Capitan Robert Rodger, Capitan William Clark y J. Oswald Boyd, kendenan tabata busca un hal unda e azeta crudo di Lago di Maracaibo por a wordo transbordá pa British Equatorial Oil Company.

Lago Petroleum Corporation a compra British Equatorial Oil Company y lor di esaki a lanta Lago Oil & Transport Company Ltd. Pa un temporada, e unico propósito di e compania tabata e establecimiento di un parada pa transbordacion.



January 29, 1929, is the date Lago began refining crude

Na 1925, e acci6nnan Británico den Lago a pasa pa man di Pan American Petroleum Corporation y na Juli 1927 un grupo di experto incluyendo Lloyd G. Smith a yega Aruba pa wak si e parada pa transbordacion por ser converti den un refineria pa refiná crudo Venezolano. Aruba a ser favorecé aiba tur otro lugan.

E promé barilnan

Januari 29, 1929, a wordo marca como e fecha aiba cual e promé baril di crudo a pasa den e "still" nan. Den e promé añanan di existencia di Lago, 22 million dolla a wordo inverti den proyectonan di estension. Mientras tanto, e empresa Standard, cual tabata interesá den Aruba, a tuma over henter e industria di Pan American Corporation na number

di Standard Oil Company of Indiana. Na 1932, e industria a pasa pa posesion di Standard Oil Company of New Jersey. E marca comercial Esso a wordo formá pa e letternan S y O di Standard Oil

Expansion

Expansion a continuá, y na 1937 a cuminza corta un entrada den e rí na e banda pabao (west) pa asina e bariconan no tabata tin mester di bira rond den e corchi small di e hal. E equipo di hal a wordo modernizá y un hospital a wordo construi pa e suma di \$200,000. E asina yamá "colony" a cuminzá haña forma. Na 1937, Lago

Mientras cu e gueta tabata sigi, Lago a construi su unidad singular mas grandi, e Catalytic Cracking Unit of PCAR, cual a cuminza operá na 1943 y a wordo saca for di servicio mas o menos trinta aña despues.

Actividadnan despues di guera

Ora cu e refineria a bai bek pa operacionan di tempo di paz, rla mihá un a actividad tremendo di programanan pa mantenimiento y reconstruccion. E hal a wordo reconstruí, un Mann Shop, esta un tayer principal, unda e sectornan di carpinteria, "welding", "tinsmith", herencia, tuberia y "instrument electrical" tabata bato di un dak, a wordo construi e hospital a wordo expande y un lavanderia y fundicion a wordo construi.

Cu tur e actividadnan despues di guera, empleo na Lago a alcanza un nivel maximo, cu no a wordo iguala te dia di awe, di casi 8500 empleado, di cual mas o menos 800 empleado tabata expatriado. E compania tabata tin mester di un

Heights, consistiendo di 150 cas a bua e promé comunidad "palos" construi pa Lago. Poco tempo despues Essoville a bin acera y na 1947 Lagoville a wordo traha pa un extension social di Lago, Home Building Foundation

E añanan di guera

Lago y Aruba a hunga un papel hopi importante durante e segundo guera mundial, refinando 1 di cada 16 baril di combustible pa avion cu tabata wordo usa pa e loizanan aliatu. No tabata coincidenza anto cu e promé torpedo cu a wordo lanzá den e hemisferio occidental durante e guera, a akanzá e isla di Aruba na Februari di 1924. Varios barco, ancó net palor di e hal di San Nicolas, a sink y hopi bida a bai perdi a consecuencia di esaki



During the War, Lago built its single largest unit. The Cracker or PCAR. It was shutdown some thirty years later ...



departamento consistiendo di aproximadamente 600 empleado, pa por a logra mantené y dirigió mes cu 600 cas, apartamentonan di solido, un hospital, dos domoan grandi, chubnan, comisionan pa haci compras y Lago Sport Park.

E Haf

Parabak necesario pa reparacion y mantenimiento di e "Lake Tanker fleet" esta flota di transportador di Lago a operá di 1928 te cu e motor di e añanan cincuenta, despues cu e ciudad permanentemente pa Lago di Marabou a wordo lográ eliminando e necesidad pa transportan di Lago.

Un decision di proyectonan pa desarrollo y cambionan na e dok tabata un otro paso cu e transformacion pa transportan mas grande.

Los Reelberth can't costa a wordo construccion en conexion cu el rebordo di azeta crudo pa 600000000 di Lixon na Estados Unidos. Reelberth 2 esun mas grande di e dos "reelberth" nan, a wordo di e barco flotante di mas grandi na mundo "Seawise Giant" di 560.000 ton.

Modernizacion, reduccion di e forza obreril

Cambionan grandi a tuma lugar durante e ultimo añanan di 1950, en un transformacion pa menos



Employees to and from work and at the commissary

ayudadnan di refinacion pero cu capacidad mas grandi. Un cantidad di e "still" nan construí na 1928 a wordo reconstruí y modernizá, y hopi di nan a wordo baha alao. Tecnologia nobo a bira necesario segun e requisitonan di e uzadonan di petroleo tabata bira mas exigente. Hopi factor a contribui na e reduccion di e forza obreril di e refineria durante e añanan cincuenta. Competencia a aumentá durante henter e década, principalmente a consecuencia di e construcion di refinerianan nobo y expansion di esnan existente den casi tur Lago su áreanan di venta. Segun e comunidad Arubano mes a progresá te na e punto na unda cu e por a duna servicio cu antes no tabata existi ariba e isla y mientras cu e necesidad pa mas eficiencia y eliminacion di actividadnan no-esencial a bira evidente, Lago e ora ey a cambia di un entidad completamente auto-suficiente pa un cu tabata contratá seccionan ora cu esakinan a bira disponible. Tur esaki a trece con e un reduccion constante di e forza obreril durante e añanan. Di un punto culminante di 8300 empleado na 1949, ela baha te 5134 na 1960, 2305 na 1965, 1618 na 1971 y finalmente pa menos cu mil na Januari di 1984.



LVS/LSF

E Lago Vocational School, cual desde 1935 a prepará cerca di mil jovennan pa trabaoan cu Lago door di estende nan educacion, a suspendé su operacion na 1957. Pa e tempo ey, e school técnico di Aruba, lunda pa gobierno, tabata duna entreno pa ofishinan. Na Maart 1957, e Lago Scholarship Foundation a wordo estableci pa yuda studiantenan Arubano cu kier sigi cu estudio universitario na Hulanda y Estados Unidos.

Billiones di baril

Desde cu Lago su refineria a cuminsá su operacion dia 29 di Januari 1929, e total di barilnan di



The Lago Vocational School included classes in fundamental English as can be seen on the picture. Almost 1000 young men attended the school, many of whom are still with us today.

crudo refiná a su pasá 6.500.000.000 (seis billion y mei). E prime billion a wordo alcanzá dia 15 di Maart 1945, e di dos billion dia 4 di Juli 1952, e di tres billion a wordo lográ dia 9 di Februari 1959 y e di cuatro bilion dia 19 di Januari 1965. Dia 14 di October 1971, Lago a refiná e di cinco billion baril di azeta. E cantidad di seis billion a wordo alcanzá dia 15 di Februari 1979.

Info marcion compilá pa Carlos Z. de Cuba

Fuente principal: "History of Aruba" di Johan Hartog



The Esso Service Station in San Nicolas, in earlier times, advertising Esso products.



C
Z
I
C
S
Y
F
V
S
W
D
B
in
pe
Y
C
di
G

ARUBA



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOLUME 46 - NO. 9

SEPTEMBER 1984

Over 200 employees learn Safety Audit Techniques



President Antonio Cavallaro in his opening remarks at the Management Safety Audit Training: "Our task is twofold. One, we must recognize when things are done wrong, and two, we must do something about it..."

Over 200 employees of all departments at Lago will be attending the Management Safety Audit Training during the months of October and November.

Emphasizing the importance of safety, the training program President Antonio Cavallaro marked the following at the initiation of the course: "At Lago we are emphasizing safety, because we believe that all injuries can be avoided. It is our task to see to it that all work is done safely.

The task is twofold: One, we must recognize when things are done wrong, and two, we must do something about it. If we do not, an accident will surely happen. If we do not alert someone when he is doing something wrong, we are in effect telling him that what he is doing is all right, and that is very detrimental."

"To help members of management and supervision accomplish that task," said Mr. Dwight Monk,

Senior Safety Consultant of the Du Pont Company and the instructor of the program, "we will teach them effective techniques for safety auditing. That is the objective of this training program."

How does that contribute to accident prevention? "We have found out," said Mr. Monk, "that in our own Du Pont companies, 96% of all accidents are caused by human error. In this safety audit course, we teach the participants to detect potential risks by watching people at work, analyzing those work activities for risks, and then do something about the problems encountered."

In teams of three, Mr. Monk conducts safety audits in the refinery. "Many people aren't accustomed to looking at people and their actions," explained Mr. Monk. "They've been taught to look at equipment. In fact, they spend their time on the 4% instead of the 96% that cause the

accidents."

On the audit trip, the participants have to observe the positions of the people, their actions and how they use the tools and equipment.

Afterwards, a discussion of the observations takes place and the participants are to develop ideas on how to make the refinery a safer place to work.

According to Mr. Monk, this Management Safety Audit Training is one of the most important aspects of managing safety. "This course," he said, "is the most important step any company can take to raise its standard of performance and to maintain it. That is why we recommend the participants to spend 30 minutes to one hour a week watching their people at work and correcting the problems they see."

In other words, this training is just the beginning of a continuous audit activity.



Part of Group I participants of the Management Safety Audit course during the 4-hour classroom session.



Mr. Dwight Monk of Du Pont, conducting a safety audit tour in the field with three of the classroom participants. Mr. Monk points out that in order to detect potential risks, one must learn to "watch people at work, analyze their work activities and then do something about the problems encountered."

Mas cu 200 empleado di tur e departamentonan na Lago lo asisti na e Management Safety Audit Training durante e lunanan di October y November.

Pa enfatizá e importancia cu gerencia ta duna na e programa aki di entrenamiento, Presidente Antonio Cavallaro a remarca lo siguiente na comienzo di e curso:

"Nos na Lago ta enlatizando seguridad, pasobra nos ta kere cu tui herida por wordo evitá. Ta nos tarea pa wak pa tur trabao wordo haci na un manera sigur. E tarea tin dos aspectu: Uno, nos mester reconocé ora cu cosnan ta wordo haci robez y dos, nos mester haci algo pa drecha esaki. Si nos no hacié, un accidente lo tuma lugar indudablemente. Si nos no alertá un hende ora cu e ta hasiendo algo robez, nos ta en realidad bisando e persona ey cu lo cual e ta hasiendo ta bon, y esey ta hopi dañoso."

"Pa yuda miembronan di gerencia y supervision logia e tarea ey", Sr. Dwight Monk, Senior Consultant di Du Pont Company y e instructor di e programa di entrenamiento aki a bisa, "nos lo siña nan téncicanan efectivo pa revision di seguridad. Esey ta e obhetivo di e programa aki di entrenamiento."

Cu esey ta contribui na prevencion di accidente? "Nos a descubri," Sr. Monk a bisa, "cu den nos propio companianan di Du Pont, 96% di tur e accidentenan ta wordo causá pa

errornan humano. Den e curso aki di revision di seguridad, nos ta siña e participantenan pa detectá riesgonan potencial door di observá hendenan cu ta trahando, analizando e actividadnan di trabao pa mira kiko e riesgonan ta, y e ora ey haci algo tocante di e problemanan cu a wordo encontrá."

Den equipo di tres persona, Sr. Monk ta dirigi revisionnan di seguridad den e refinaria. "Hopi hende no ta costumbrá pa observá hendenan y nan accionnan," Sr. Monk a splica. "Nan a wordo siñá pa wak e equipo. En realidad anto, nan ta gasta nan tempo ariba e 4% en bez di e 96% cu ta causa e accidentenan."

Ariba e excursion di revision, e participantenan mester observá e

Mas cu 200 empleado ta siña téncicanan pa revisá seguridad

posicion di e hendenan nan accionnan y con nan ta usa e hermentnan y e equipo. Despues e observacionnan ta wordo discutí y e participantenan mester bin cu ideanan pa haci e refinaria un lugar mas sigur pa traha. Segun Sr. Monk e Management Safety Audit Training ta un di e aspectonan mas importante pa mancha seguridad. "E curso aki, e la bisa, "ta e cos mas importante cu cualquier compana por haci pa subi su norma di ehecucion di trabao y pa mantene esaki. Ta pesey nos ta recomendá e participantenan pa dedicá 30 minuut pa un hora pa siman observando nan hendenan ora nan ta trahando y cogiendo e problemanan cu nan ta mira."

Cu otro palabra, e entrenamiento aki ta solamente e culminamento di un actividad continuo di revision.



To kick-off the Off-The-Job Safety campaign, employees were asked to contribute with off-the-job safety slogans. The winners of the contest were Agapito Hoek with his slogan in Papiamentu "Na trabao ... of pafor, seguridad ta mihor" and Dave Fleming with "Safety is Right! Day and Night". On photo, from left to right, Dave Fleming, President Antonio Cavallaro, Agapito Hoek and Gene Goley, the Off-The-Job Safety Committee Chairman.

By: Dr. Larry D. Crook

SIMPLE STEPS TO TREAT A BURN

Sooner or later, you may have to deal with a burn, either on yourself or on a family member. The kitchen at home, for instance, is a great source of heat, and thus for burns: hot liquids, pots and pans, direct furnace fires and high oven temperatures. Before you or a family member is affected, it is important to find out how to treat a burn and when to seek professional help.

Almost all first degree burns, which look red like a sunburn, can be treated at home. Small second degree burns, which have blisters on the skin, can also be treated at home. However, if the burn involves the eyes, ears, face, hands, feet, or covers a large area, it should be treated by a doctor. All third degree burns, which involve actual destruction of skin, must be taken to a hospital.

There are four things to do with any burn: to remove the source of injury; to apply ice or cold; to use compresses directly to the burn; and to be continued for about 30 minutes.

Small first degree area should be treated gently with cool water and mild soap. Any blisters that are present should not be broken but left intact. Coat the burn with a thin layer of petroleum jelly or an antibiotic ointment, such as Neomycin, and cover it with a sterile gauze dressing. If you do not have any gauze, the burn can be left uncovered. Home remedies, such as butters and oils, should not be used, as these are not sterile solutions and will only contaminate the wounds.

The most important principle in treating burns is to avoid infection. This means that the burn MUST be kept CLEAN. The dressing should be changed daily, and checked for any sign of infection, such as the presence of pus, a foul smell, or any worsening of the appearance of the burn. If any of those signs are noticed, your doctor should be contacted.

The pain associated with the burn is best treated with a mild painkiller, such as aspirin. If that

is not enough, the patient should see a doctor. So remember these important principles: apply ice, keep it clean, and watch for infection.

Note: So far this year, there were one on-the-job and three off-the-job disabling injuries caused by burns.

Pa: Dr. Larry D. Crook

Pasonan simple pa trata un quemadura

Por ta, cu na cualquier ocasion, bo lo mester trata un quemadura, sea na bo mes of na un miembro di familia. E cushina na cas, por ehemplo, ta un fuente grandi di calor, y como tal, tambe pa quemaduranan: liquidonan cayente, weya y panchi, candela directo di stool y temperaturanalto halto di horno. Promé cu abo of un miembro di familia wordo alecá, ta importante pa haya sá con pa trata un quemadura y ki ora pa busca ayudo profesional.

Casi tur quemadura di promé grado, cu tin un color corá manera kimá-di-solo, por wordo tratá na cas. E quemaduranan chikito di segundo grado, cu ta ocasioná blaaí ariba e cuero, tambe por wordo tratá na cas. Sinembargo, si ta un quemadura na wovo, cara, man, of pia, of un quemadura cu ta cubri un area grandi, e mester wordo atendi pa un dokter. Tin quemadura di tercer grado, cu ta envolvé un desturccion real di e cuero, mester wordo tratá na un hospital.

E promé cos pa haci ora di trata cualquier quemadura, ta pa kita e fuente di calor y pone compresanan di tís of awa frieuw directamente ariba e quemadura. Esaki mester continuá pa mas o menos 30 minutu.

Siguientemente, e area di quemadura mester wordo labá poco poco cu awa regularmente frieuw y un habon suave. Cualquier blaaí cu a forma no

mester wordo kibrá, pero mester wordo lagá henter. Hinta y cubri e quemadura cu un capa fini di "petroleum jelly" of un "antibiotic ointment", esta un báisamo anti-biótico, manera Bacitracin y cubri e quemadura cu verband di gaas steril. Si bo no tin "gauze bandage", bo por keda sin cubri e quemadura y lagá asina mes.

Remedinan doméstico, manera manteca di azetanan, no mester wordo uzá, como cu esakinan no ta solucionnan steril y solamente lo contaminá e quemaduranan.

E regla mas importante den tratamiento di quemaduranan ta pa evita infeccion. Esaki kier men cu e quemadura MESTER wordo teni LIMPI. Diariamente e verband mester wordo cambiá y controlá pa mira si tin cualquier indicacion di infeccion, manera e presencia di pus, un holor desagradable, of si e quemadura ta parse di a bira peot. Si cualquier di e indicacionnan aki wordo notá, tin contacto cu bo dokter.

E dolor cu ta asocá cu e quemadura por wordo aliviá mihor cu un calmante, manera aspirin. Si esey no ta basta, ta mihor pa e paciente bai dokter. Corda e principionan importante aki: pone tís, tené limpi, y tratá cordao pa infeccion.

Nota: Te awor e aña aki, tabata tin un herida incapacitante na trabao y tres herida incapacitante pafor di trabao, cu a wordo causá pa quemaduranan.

As large as Exxon is, the basically simple way Exxon organizes its multifaceted interests makes it easy to understand who we are.

Picture an organization chart, with 14 boxes. Eight of these represent companies that perform functional tasks, irrespective of geography; the others represent companies that are responsible for energy related operations in different parts of the world. The former are called "operating companies" and the latter "regions."

Here is an updated thumbnail sketch of Exxon and its 14 parts, including headquarters' locations and approximate number of employees as of year-end 1983.

Exxon Corporation

Broad policy guidance for the entire corporation is provided by corporate headquarters in New York City, under the general direction of Exxon's board of directors. The day-to-day management of the corporation is the responsibility of the chief executive officer assisted by a management committee composed of senior executives.

The executives oversee management performance in the major operating companies and regions with special attention to three areas: long-range investment plans and capital budgets, operating results, and the ability to find and identify executive talent and use it effectively.

The New York headquarters includes staff departments specializing in various phases of the petroleum business, as well as departments responsible for finance, controllership, taxation, law, corporate planning, investor relations, communications and computer sciences, employee relations, medical and environmental health services, office of coal coordination and public affairs.

Several of these corporate departments are located in East Millstone and Florham Park, N.J. Number of employees: 1,700

Reprinted from
"Manhattan"

Regions

Exxon Company USA

Responsible for petroleum, natural gas, and synthetic fuels in the U.S. Includes exploration production, refining, marketing and supporting services. Companies affiliated with Exxon USA handle coal, pipelines, shipping, insurance and real estate development. Headquarters: Houston, Texas. Number of employees: 30,300

Imperial Oil Limited

70 percent ownership. Responsible for the following operations in Canada: petroleum, natural gas, mineral coal, chemicals and fabricated products, research and engineering services. Headquarters: Toronto. Number of employees: 13,100

Esso Middle East

Coordinates the bulk of Exxon's oil and gas interests in Saudi Arabia, Egypt, Qatar and The United Arab Emirates. Most of the employees of the affiliated companies in the region are local nationals. Headquarters: New York City. Number of employees, (headquarters and expatriates): 270

Esso Eastern Inc.

Coordinates oil, gas, oil shale and coal interests in the Far East, South and Southeast Asia and Australia. Employees are mostly nationals of the countries in which they work. Headquarters: Houston, Texas. Number of employees: 9,400

Esso Europe Inc.

Coordinates oil and gas interests in Europe and Africa, including oil, gas and coal interests in Austria, the Benelux countries, France, Greece, Italy, Portugal, Finland, Scandinavia, Spain, Switzerland, the United Kingdom, and West Germany. Headquarters: London. Number of employees: 27,400

Esso Inter-America Inc.

Oil, gas, and coal interests in Central and South America and in the Caribbean, and international marketing of coal (excluding Imperial coal) into markets outside North America. Headquarters: Coral Gables, Florida. Number of employees: 8,800

WHAT IS

EXXON?

Operating Companies

Exxon Chemical Company

Manages EXXON's worldwide chemical interests. Its sales ranks 25th with large chemical company worldwide and fourth largest based in the United States. Operations are coordinated by four organizations headquartered in Houston: Benzol, Hong Kong and Toronto, the latter being the chemical division of Imperial Oil Limited. Ten product lines for primary petrochemicals, polymers and lubricated products, and utilization chemicals and solvents and specialty chemicals are each managed as a worldwide business with its own manufacturing, marketing and technology activities. Headquarters: Darien, Connecticut. Number of employees: 18,100. These numbers do not include Imperial's Chemical Division.

Exxon International Company

Coordinates the international supply, acquisition and transportation for crude oil and products for EXXON's affiliates worldwide. Seeks purchases and exchanges crude oil and products to balance the company's international needs and to improve profitability. Coordinates the international marketing of and provides technical assistance in the areas of aviation fuels, marine fuels, fuel oils and petroleum coke. Operates and maintains an international fleet of seagoing tankers and provides technical assistance and research in the areas of tanker design, construction and operations. Headquarters: Florham Park, New Jersey. Number of employees: 1,700.

Exxon Enterprises

Develops and coordinates certain non-petroleum energy businesses and other business activities outside the fossil fuel chemical and minerals industries. Major units include EXXON Nuclear Generation Systems, Gifford-Smith Inc. and Zilog, Inc. Headquarters: New York City. Number of employees: 10,900.

Exxon Minerals Company

Worldwide coordinating and operating responsibility for all non-hydrocarbon minerals activities except for manganese oxide marketing and lubrication and for operations in Canada. Headquarters: Houston, Texas. Number of employees: 1,800.

Exxon Research and Engineering Company

Performs exploratory, fundamental and applied research and development in petroleum, coal, oil shale and other resource areas. Offers complete engineering services on processes, plants and support equipment. Provides research and technological applications on processes and products. Headquarters: Clinton, New Jersey. Number of employees: 3,700.

Exxon Production Research Company

Performs research, development and engineering studies relating to the discovery and production of petroleum, oil shale and coal. Offers research assistance to affiliates worldwide in geology, geophysics, geochemistry, drilling, production, refining, offshore operations, reservoir analysis, and development. Headquarters: Houston, Texas. Number of employees: 1,600.

Esso Exploration Inc.

Oil and gas exploration principally in Africa, Europe, Asia and South America and mobile marine drilling worldwide, except in Canada and the United States. Headquarters: Houston, Texas. Number of employees: 570.

Reliance Electric Company

Designs, manufactures, markets and services a broad line of industrial automation components and systems for worldwide markets. Includes electrical motors, drives, controls, weighing and control equipment, mechanical power transmission equipment, telecommunication components and electrical power distribution equipment. Headquarters: Cleveland, Ohio. Number of employees: 21,300.

25 more employees win prizes in the August and September drawings

* 10 employees not appearing in pictures

S
A
F
E
T
Y
—
S
T
E
E
R
—
W
—
I
T
T
I
N
S



Juan Kelly
Operations-HDS
Leather Handbag



Henry Henriquez
Operations-HDS
Vacuum Cleaner



Inocencio Koolman
Operations-Fuels
Portable Typewriter



Victor Marval
OP&M
Car Stereo, 2 speakers



Andres Tromp
Operations-Mechanical
Car Cover



Alex Kock
Administration
Car Seat Covers



David Geerman
Operations-Mechanical
Car Timing Light



Harold Kock
Administration
Fire Extinguisher



Jose Kock
Administration
Booster Cable



Dr. Arthur Meiners
Medical
4 tires



Andrew Holiger
Operations-Fuels
Car Battery



Roman Kock
Operations-HDS
Car Polishing Machine



Valentino Peterson
Operations-HDS
Roll-under Jack



Juan Weaver
Operations-OM&S
Set of Floor Mats



Maximino Weaver
Operations-OM&S
Tire Inflator

Off-The-Job Safety Fair

Cas di Cultura
**November
13, 14, 15**

*Employees
and
spouses
invited to
attend*

About 200 employees have participated in this year's Lago Interdepartmental softball tournament. OM&S received the winning trophy, while Technical I became sub-champion. Congratulations to the winners, but also to all participants for completing this 9-week tournament without any disabling injuries.



Don Esch receives trophy for the OM&S team.



Final game OM&S v s Technical I.

LAGO

provides

FIRE TRAINING for over 10 countries

This year for the fourth consecutive year, Lago has offered a 40-hour fire fighting program to participants of over 10 different countries. Two separate courses were held, one for English speaking participants and the other for the Spanish speaking ones. The program included theoretical background information and practical experience on the fire training grounds.

A number of qualified observers consider the Lago Fire Training Center to be on the same level as some of the better known professional schools, such as Texas A&M and the Louisiana State University, commented Bill Crenshaw, Lago's ex Security Administrator, before his departure. In the four years of training at Lago, over 25 countries have sent representatives to attend. This year's program was under the direction of Fire Chief Errol Brown with the assistance of Lago's Volunteer Fire Fighters and the professional fire fighters.



Bill Crenshaw and Errol Brown, during Bill's opening speech.



Group of Fire Trainees from different parts of South, Central & North America, including Asia.



The Fire Fighting Section now boasts a new National Foam Pumper truck with a 1000 gallon capacity. Lago now has 9 fire trucks in service, each with different functions and modes of operation.

The ARUBA ESSO NEWS is published for all Lago employees. Please contact the Editor for permission to reprint or reproduce any portion of this magazine.

Editor: Mrs. Myrna Jansen-Falicieno
Translation into Papiamentu:
Mr. G. W. Bosse
Photographs: Joe's Photographic Service

Printer: Varenigde Antillaanse Drukkerijen N.V.

ARUBA

Esso



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOLUME 46 - No. 10

OCTOBER 1984

Lago

Oil & Transport Co. Ltd.

INVITES

All employees and spouses to attend

OFF-THE-JOB SAFETY FAIR

NOV. 13, 14, 15
Cas di Cultura



TRAFFIC



AT HOME



SPORTS



HEALTH
&
FITNESS

Entertainment • Doorprizes • Refreshments

LAGO ORGANIZES

LAGO TA ORGANIZÁ

A grandiose affair the Lago Off-the-job Safety Fair Oil-the-job safety is serious business to Lago ... but that does not mean that music, dance, prizes, food, fun and laughter cannot form part of this educational and informative Safety Fair. This Lago Off-the-job Safety Fair will be held for all employees and their spouses on November 13, 14, 15, beginning at 6:45 p.m. at the Cas di Cultura.

We invite you to take a peek at the program content:

• Presentation of themes

Four themes will be included in the presentations: health, safety in traffic, at home, and in sports. Slide presentations will be ongoing while the presenters discuss their topics

Traffic

Inspector Roland Peterson of the Government Police Department will give an overview of the traffic situation in Aruba and will provide some specifics about the performance of Lago employees on the road. At Lago, traffic accidents actually account for a larger number of lost days than any other type of oil-the-job accident. Mr. Peterson will present useful information on how to prevent traffic accidents, including tips on "defensive driving".

Home

"Home, sweet home" is definitely true for most people, but "Home, safe Home" is also worth striving for. So far this year, about 22% of all oil-the-job accidents have occurred in the home. Mr. Frans Wernet, ex Senior Safety Inspector at Lago and ex Acting Lieutenant Governor of Aruba will discuss suggestions on how to make your home a sweeter and safer one for the entire family.

Sports

Sports activities can be fun and healthy. As a matter of fact, those are the only two good reasons to participate in sports. Can you imagine then, that sports is the main cause of accidents when you're away from your job???? A slide presentation with recorded

Off-The- Job Safety Fair

text narration will be shown to remind you how you can keep accidents out of your sports activities.

Health

Find out what are some of the most prominent health hazards that affect our employee population Even better yet, let us discover some preventive medicine before we find ourselves having to cure any diseases ... Dr. Arthur Meiners of the Lago Medical Center is the presenter of this topic.

• It's entertainment time!

A touch of festivity will be added to the rather serious topic of "Safety" by the skillful and creative dances performed by "Simadanza". The doorprize event together with a "surprise" contest will add some fun to it too!

• Lago's 60th anniversary commemoration

A get-together of all Lago employees in 1984 would not be complete without a 60th anniversary commemoration. A completely synchronized slide presentation with recorded narration will cover Lago ... yesterday, and ... today ... 60 years of history ... This presentation includes thematic dances by Simadanza.

Cont on page 3

Un asunto grandioso E Lago "Off-the-job Safety Fair", esta exposicion organizá pa Lago, pa promove seguridad palor di trabao Seguridad palor di trabao ta un cuestion serio pa Lago Pero esey no kiermen cu música, baile, picmonan, cuminda, diversion y hatamento no por forma parti di exposicion educativo y informativo aki di seguridad. E "Off-the-job Safety Fair" aki di Lago lo wordo teni pa tur empleado y nan esposa/o ariba dia 13, 14, y 15 di November cuminzando pa 6:45 p.m. na Cas di Cultura.

Nos ta invitabo pa tira un bista den e programa pa haña un idea di su contenido.

• Presentacion di temanan

Cuatro tema lo wordo inclui den e presentacionnan: salud, seguridad den trafico, na cas y den deporte. Presentacionnan di "slides" lo ta tumando lugar mientras cu e presentadornan ta discuti nan topiconan

Trafico

Inspector Roland Peterson di Cuerpo Policial di Aruba lo duna un resumen di e situacion di trafico na Aruba y lo suministra algun dato specifico tocante e actuacion di empleadonan di Lago ariba caminda. Na Lago, accidentenan di trafico realmente ta respondé pa e cantidad mas grandi di dianan di trabao perdi cu cualquier otro tipo di accidente palor di trabao. Sr. Peterson lo presentá informacion útil tocante con pa preveni accidentenan di trafico, incluyendo conseho ariba con pa manehá na un manera defensivo.

Na cas

"Hogar, dushi hogar" sigur ta berdad pa mayoria di hende, pero tambe ta vale-la-pena pa haci esfuerso pa yega na un hogar sigur. Te awor e aña aki, mas o menos 22% di tur e accidentenan palor di trabao a tuma lugar na cas. Sr. Frans Wernet, ex Senior Safety Inspector di Lago y ex Gezaghieber Interino di Aruba lo discuti sugerencianan ariba con pa haci bo cas un hogar mas dushi y sigur pa henter famia. *Cont on page 3*

Safety Fair...

Cont. from pag. 2

Cont. di pag. 2

• Exhibits, refreshments and gifts

After the formal presentations, all who attend the program will be invited to take a look at the exhibits in the exhibit room. Every theme will have its own exhibit. The traffic booth for example, will give a video on "seatbelts". The health exhibit will feature two videos on "how to conduct a healthy lifestyle". A corner will also be made available for interested employees and spouses on such weight and blood pressure matters. At the sports exhibit a video on "how to prevent sports injuries" will be shown. In the

Lago
 Off The Job
 SAFETY
 FAIR
 NOV. 13, 14, 15
 Cas di Cultura
 Entertainment - Doorprizes - Refreshments

home exhibit you may hear some sound from outer space. Do not worry too much, it is a video, showing how foolish sometimes our attitudes at home may seem to an alien person.

Of course, snacks and refreshments will be provided and at the end of the program you will receive a gift to take home.

That is not all. We encourage every employee and spouse to attend this fair to see what is in store. You should be receiving your invitation at home shortly. Keep your assigned dates open for this fair. And remember to bring your invitation card with you to the Cas di Cultura.

Deporte

Actividadnan di deporte por ta divertido y saludabel. En realidad, esey nan ta e único dos bon motshonan pa participá den deporte. Bo por imagina bo mes anto cu deporte ta e razón principal di accidente ora bo ta pata di trabao? Un presentacion di "slides" cu narracion grabá di un texto lo wordo pasá pa cordabo con pa evitá accidentenan den actividadnan di deporte.

Salud

Descubri kiko ta algun di e peligionan mas prominente cu ta afecta nos populacion di empleadonan. Mibos ainda, laga nos descubri algun remedio preventivo promé cu nos haña nos mes ta cura cualquier malesa. Dr. Arthur Meiners di Lago Medical Center ta e presentador di e topico aki.

• Ta ora pa entretenimiento!

Un toke di fiesta lo wordo añadi na e topico bastante serio di "Seguridad" pa e bailenan habil y creativo presentá pa Simadanza. E evento di "doorprize" hunto cu un concurso "sorpresa" lo haci esaki mas divertido ainda!

• Commemoration di e di 60 aniversario di Lago

Un reunion di tur empleado di Lago na 1984 lo no ta completo sin un conmemoracion di Lago su di 60 aniversario. Un presentacion completamente sincronizá cu narracion grabá di un texto lo cubri Lago a vera, y awe 60 aña di historia. E presentacion ta inclui bailenan temático treci pa Simadanza.

60 aña di historia. E presentacion ta inclui bailenan temático treci pa Simadanza.

• Exhibicionnan, refresco y obsequionan

Despues di e presentacionnan formal, tur esnan cu ta asisti na e programa lo wordo invitá pa mira e exhibicionnan den sala di exhibicion. Cada tema lo tin su propio exhibicion. E exhibicion di trafico por ehemplo, lo tin un video ariba "seatbelts", esta labanan di seguridad. E exhibicion tocante salud lo muestra dos video ariba "con pa conduci un estilo di bida saludabel". Tambe un skina lo wordo haci disponible pa empleado y nan esposa o interesá midí nan presion di sanger y verificá nan peso. Na e exhibicion di deporte un video tocante "con pa preveni accidentenan den deporte" lo wordo presentá. Den e exhibicion di cas bo lo por tende algun voz di un persona di espacio ultraterrestre. No preocupa mucho; ta un video e ta, mustando con bobo nos actitud na cas por ta paice na un persona di espacio ultraterrestre. Un otro video ordinario cu ta duna conseho tocante seguridad na cas tambe lo wordo pasá.

Naturalmente, pasa boca y refresco tambe lo wordo sirbi y na fin di e programa lo bo haña un regalo pa hiba cas.

Y esey no ta tur. Nos ta encuasha cada empleado di Lago y nan esposa/o pa asisti na e exhibicion aki pa mira kiko tin pendiente. Bo lo ricibi bo invitacion na cas dentro di poco tempo. Tene e lecha cu bo a wordo asigna habi pa e exposicion aki. Y corda pa trece bo carchi di invitacion cubo ora bo bini Cas di Cultura.



The "Employee Bowling Showdown" has been going on for a couple of weekends. Over 60 employees are participating. The best 30 bowlers, with a minimum of 10 games, will compete in the finals. On photo: Carlos Kwidanus of Administrative - Materials in action.

THE LAB:

Quality control plays an important role in any type of competitive business, especially when customer's satisfaction has to be guaranteed. General Motors Company, for instance, inspects and test-drives its cars as they roll off the assembly line. Thanks to quality control, we can drive our cars without fear of unpleasant surprises. A petroleum refiner, such as Lago, also has the obligation to test its finished products to ensure that specifications are met. Motor gasoline products, for instance, are tested for critical octane qualities to ensure their compatibility with the design of the engine they will



Juan Villaruel is preparing to run distillation on a diesel oil sample on a fully automatic distillation unit.

CONTROLLING QUALITY

be used with. Especially in the oil industry, where competition is so harsh, quality control is of utmost importance.

At Lago, the quality control is done by the Laboratory. Quality control is performed in three different phases of our operations: when the imported crude is discharged, during processing of the raw material and blending into different products, and upon shipment of those finished products.

The quality control performed on the crude received is conducted primarily for economic reasons. Because of the nature of the crude source and transportation means, water in the crude cargo will be present in different concentrations. Since this water has zero value, Laboratory personnel measures every crude receipt for its water content. Another critical quality of the imported crude is the API gravity (American Petroleum Institute standard related to density). The Lago Laboratory runs on the average 3,000 water and API analyses per month on crude and products.

The Laboratory plays an essential role in maximizing yields of higher value products by finding and maintaining optimum operating

conditions. Also, if the crude fed into a process unit is not properly controlled and monitored, severe unit upsets, premature shutdowns, and increased fouling may occur, resulting in additional operating and maintenance costs. For that reason, Lab personnel is continually analyzing the crude led to the Pipestills for water and salt and the lead to the Gofiners for color and pitch entrainment. At the process units, the crude is fractionated into different streams which do not meet all specifications of a finished product. When these streams are blended into finished products, the Laboratory is again required to perform various quality control tests. Since Lago is basically a fuel oil refinery, the tests most frequently run by the Laboratory are viscosity, flash, and sulfur. These specifications are required to ensure satisfactory operation of combustion systems, safe transportation and storage of the fuel oil, and compliance with environmental control. All other products such as butane, naphtha, aviation and motor gasoline, and Jet Fuels are tested to meet particular specifications related to their end use.

Once the finished products are

blended and tested by the Laboratory in the shore tanks, they are ready for shipment. To ensure that contamination has not taken place and that the vessel is on-spec (according to specifications), tests are performed on samples taken at the loading lines from the vessel. If the results are satisfactory and consistent with the shore tank results, the vessel is approved for sailing. The samples of those tests are retained by the Laboratory to serve as evidence that the vessel was on-spec when it left Aruba.

The Laboratory is an integral part of the overall refinery operations. From the time the crude enters the refinery up to the point of custody transfer of the products, the Laboratory acts as a service organization supplying data critically needed to run our business in a safe and profitable way. A refinery without a Laboratory would be running blindly, like a car without a driver.

Laboratorio:

crudo importado e gravedad API norma relaciona cu densidad cu a wordo fihá pa Arubaan Petroleum Institute. E Laboratorio di Lago ta cori como promedio 3000 analisis di awa y API pa luna ariba crudo y productonan. Laboratorio ta hunga un papel esencial pa logra un rendimiento máximo di e productonan di mas balor, door di busca y mantené condicionnan óptimo di operacion. Adicionalmente, si e crudo suministrá na e unidad di proceso no wordo controlá y revisá apropiadamente, trasto nonan severo di unidad, "shutdown" prematuro, y un aumento di



Sixto Flores enters data in the Laboratory computer. This data is accessed by process personnel.

CONTROLANDO CALIDAD

Control di calidad ta hunga un papel importante den cualquier tipo di business competitivo. Esey ta mester unida satisfaccion di e clientenan pa mester wordo garantisa. Ariba awa, Meritos Compañia, nos tin mester ta sigur cu nos ta haci cuidanan di calidad pa e productonan cu nan fabricacion y proceso di montaje. Danki na e equipo di control di calidad nos por mantene e productonan sin tin medio di desperdicio de seguridad. Un refineria ta un proceso di manera. E aña pasado nos e obligacion pa e control di producto final pa garantisa e tipo di producto ta wordo di bon. Productonan pa gasolina, aviacion, petroli di mpet, ta wordo esamina pa e calidadnan critico di e producto. E control di calidad ta un compromiso cu e diseño di e motor cu e control di e wordo di. Esperimentalmente den e industria di petroli, unida di control ta ta asina severo, control di calidad ta di mayor importancia.

Na Lago e control di calidad ta wordo haci pa e Laboratorio. Control di calidad ta wordo realiza den tres diferente fase di operacion: ora cu e descarga e crudo importá durante fabricacion di e materialnan prima y mezclamento pa vega na e diferente productonan, y ora cu e

productonan final wordo despachá. E control di calidad realíz ariba e crudo cu wordo ricibí, ta wordo conduci na prome lugar pa motibonan económico. Debi na e clase di fuente di crudo y e medio di transportation, awa lo ta presente den diferente concentracion den e cargamento di crudo. Como cu e awa aki su balor ta sero, personal di Laboratorio ta midí e contenido di awa den cada cargamento di crudo cu ta vega. Un otro propiedad crítico di e

lavonan por tuma lugar, resultando den gastonan adicional di operacion y manencion. Pa e motivo ey, personal di Laboratorio continuamente ta analizandó e crudo cu ta wordo suministrá na e "pipestill" pa awa y salo y e suministro na e "Gofiner" nan pa e color y "pitch entrainment". Na e unidadnan di proceso, e crudo ta wordo fraccioná den diferente "stream", cu no ta satisficé tur e especificacionnan di un producto final. Ora cu e "stream" nan aki wordo mezclá pa vega na e productonan final, Laboratorio atrobe mester realíz varios test pa control di calidad. Como cu Lago ta básicamente un refineria di azeta combustible, e testnan cu e Laboratorio ta core mas frecuentemente ta viscosidad, inflamacion y azul. E especificacionnan aki ta requeri pa sigui un operacion satisfactorio di e sistemanan di combustion, transportation y almacenaje sigui di azetanen combustible, y complacencia cu e control di medio ambiente. Tin otro producto manera butano, nafta, gasolina di aviacion y motor y "Jet fuel" ta wordo inspectá na satisficé especificacionnan particular, relaciona cu nan uso.

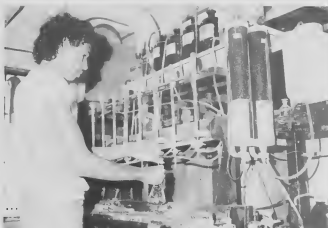


Virgilio Angela of the Analytical Section is analyzing a boiler feed water sample.

Cont. na pag. 6

Laboratorio...

Cont. di pag. 5



Beltran Lugo inspects a heating oil sample for mercaptan sulphur.

final.

Una bez cu e productonan final wordo mezclá y analisis wordo haci pa Laboratorio den e tankinan na tera, nan ta cla pa wordo despachá. Pa sigurá cu contaminacion no a tuma lugar y cu e barco ta "on-spec" (segun especificacion), testnan ta wordo haci ariba muestranan tumá na e lineanan di cargamento y di e barco. Si e resultadonan ta satisfactorio y consistente cu esnan haña na tera, e barco ta haña aprobacion pa nabegá. E muestranan di e analisisnan ey ta wordo wardá na Laboratorio pa

sirbi como prueba cu e barco tabata "on-spec" ora cu cla sali di Aruba. Laboratorio ta un parti integro di e operacionnan di e refinaria. For di e momento cu e crudo dienta den e refinaria te na e punto di traspaso di custodia di e productonan, Laboratorio ta funcioná manera un organizacion di servicio cu ta suministrá datonan crítico cu ta necesario pa manchá nos negoshi na un manera sigur y lucrativo. Un refinaria sin un Laboratorio ta manera un auto sin un manehador.



Wing Vrolijk runs a Gas Chromatograph analysis of butane prior to approval for export.

Hot weather, a source of injuries

By: Dr. Larry D. Crook

During a recent summer in the United States, over 1,000 people died of heat injuries. Since in Aruba it is summer all year-around it is important for everyone to know about the different types of heat injuries, their symptoms, treatment and prevention.

There are some factors such as high temperature and lack of wind that make heat injuries more likely to occur. Other less obvious factors that make people susceptible to heat injury are increasing age, obesity, lack of acclimatization, underlying medical problems, poor physical condition, recent alcohol use, and some medications. Clothing which interferes with the evaporation of sweat is particularly dangerous.

Heat exhaustion usually develops in a person who is not used to working in a hot environment. It develops slowly, over hours or days. The patient feels weak and light headed. He may develop painful muscle cramps, and may vomit or faint. The body temperature may be normal, or mildly elevated. A person suffering from this type of heat injury should be removed to a cool environment and be given cool drinks with added salt.

Exertional heat injury is seen in athletes who overexert themselves. An athlete or worker, who is exerting himself strenuously may develop weakness, a stumbling gait, and delirium, along with a high body temperature. Even coma may develop if treatment is not prompt. In a case like this, the patient should be undressed, rapidly cooled by spraying him/her with cool water and by fanning him vigorously. The patient should not be placed in an ice bath, but if available, place ice packs on the neck, abdomen. →

cool and under the armpit. He should be taken to a hospital, even if the fever covers quickly.

Heat stroke is characterized by a rapidly rising temperature to 103°F or higher. The temperature may be taken rectally since the oral temperature is not reliable. The patient may be delirious or unconscious. The skin is hot, and sweating may or may not be present. The pulse is strong and rapid. These patients will die unless their body temperature is lowered quickly. First aid treatment is the same as for exertional heat injury, and the patient should be taken to the hospital as soon as possible. First aid can prevent heat injury.

First of all, it is important to know your own limits and the limits of the people you are responsible for. If you are working in the sun and feel faint, go to a cool place and rest. Frequent short breaks are better than infrequent long breaks. Water should be taken in regularly if you are working or playing in the heat. Thirst is NOT a good guide, and you should drink BEFORE you feel thirsty. Plain water is the best drink. Instead of using salt tablets, extra salt should be added at that particular mealtime. By being aware of the risks and taking the appropriate preventive steps, no one should have to experience the effects of heat injury. Prevention is up to you. ●

Con nos ta preveni di wordo afectá pa calor? Promé cu tur cos, ta importante pa ho conocé be mes limite y e limite di e hendenan cu ta cai bao ho responsabilidad. Si bo ta trabando den solo y bo ta sinti debil y toloná, bai na un lugar fresco y descansá. Interupcionnan cortico y frecuente ta mihor cu descansanan largo y infrecuente. Mester bebe awa regularmente si bo ta trabando of hungando den calor. Sed NO ta un bon guia, y bo mester bebe awa PROMÉ cu bo baya sed. Awa puro ta e mihor cos pa bebe. En bez di uza pastina di salo, mester come mas salo den cuminda e ora ey. Conociendo e riesgonan y tumando e pasonan preventivo aptopia, ningun hende tin mester di experienciá e electonan di herida causá pa calor. Prevencion ta dependé dibo. ●

Tempo caluroso, un fuente di heridanan

Algunos tin sintomas de este na calor. Un dolor de cabeza cu 1000 golpes cuanti a causa di calor puede ser un Aviso ta estado de emergencia. Es importante pa tin cuidado di tomar otro diferente tipo de herida causa pa calor, sin autorizacion. Tratamiento preventivo.

Un dolor de cabeza severo puede ser un signo de un golpe de calor. La posibilidad de un golpe de calor mas grave puede ser un signo de un golpe de calor mas grave. Los síntomas de un golpe de calor son susceptibles de ser prevenidos con el uso de un sombrero y un paño de cabeza. Los síntomas de un golpe de calor son susceptibles de ser prevenidos con el uso de un sombrero y un paño de cabeza. Los síntomas de un golpe de calor son susceptibles de ser prevenidos con el uso de un sombrero y un paño de cabeza.

Debilidad causa pa calor generalmente ta desatroyá den un persona cu no ta acostumbrá di traha den un ambiente calor. E ta desatroya poco poco, durante hora of dianan. E paciente ta sinti debil y toloná. E por cuminsa sinti calambre doloroso den e musculonan, y por saca of bar for di tino. E temperatura di su cu pa por ta normal of un poco mas halto. Un hende sufriendo di e tipo di sintomanan aki mester wordo hibá den un ambiente fresco y mester duné algo no mucho frieuw pa bebe, agregando salo na e bebida.

Daño causá pa calor cu ta ateté esnan cu ta haci demasiado

esfuerzo, ta muestra cerca atletanan kendenan a forza nan mes demasiado. Un atleta, of un trabajador, cu ta forza demasiado por cuminsa sinti un debilidad, e ta tambalea ora e cansa, y por haña delirio, hunto cu un temperatura di curpa halto. Hasta coma por desatroyá si e no haña tratamiento liher. Den un caso asina, e paciente su paña mester wordo kitá y mester refrescá e paciente door di duné un baño cu awa cu no ta mucho frieuw, y petucá pa e haña hopi aire fresco. No mester pone e paciente den un baño di ijs, pero si tin, pone ijs lorá den paña of setbete ariba su nek, su abdomen, su "goin", esta e parti hao su batica y hao di su brazanan. E mester wordo hibá na un hospital, hasta si e recuperá liher.

"Heat stroke", esta isolacion of "zonnesteek", ta caracterizá su mes door di un subimento liher di e temperatura di curpa, pa 106°F of mas halto. E temperatura mester wordo tumá teclalmente, ya cu e temperatura oral no ta confiable. E paciente por tin delirio, of por ta lor di tino. E cu pa ta cayente, y ta posible cu e paciente ta sodando. E pulso ta lucite y hopi liher. E pacientenan aki lo muri a menos cu nan temperatura di curpa wordo bahá liher. E tratamiento pa promé ayudo ta igual na esun causá door di haci demasiado esfuerzo, y e paciente mester wordo hibá pa un hospital mas liher posible.



The Safety Baseball game is in "full swing" at Lago. Although Lago is presently putting a greater emphasis on Off-the-job safety, on-the-job safety will continue to be stressed. The Safety Baseball Game was instituted as an incentive for employees to keep working together for a safer refinery. The entire organization was divided into teams, the Lora, Blenchie, Trupial and Barica Geel. For every week without a restricted duty (or more serious) injury, the teams move ahead one base. For every three runs scored, the team members receive a gift. All team members have already received their first gift, as shown by Simon Arends, a project engineer in Technical a Lago T-shirt.



A grand "FERIA"

*was organized by the
Esso Club
for two weekends.
Esso Club members
amused themselves
throwing darts, shooting
balloons, dancing and
much more ...*

*The ARUBA ESSO NEWS
is published for all Lago employees.
Please contact the Editor for
permission to reprint or reproduce
any portion of this magazine.*

Editor: Mrs. Myrte Jansen-Feliciano
Translation into Papiamentu:
Mr. G. W. Bosse
Photographs: Joe's Photographic
Service
Printer: Verenigde Antilliaanse
Drukkerijen N.V.



ARUBA

ESSO



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

NEWS

VOLUME 46 - No. 11

NOVEMBER 1984



On October 31, 1984, Lago Oil & Transport Co., Ltd., announced its intention to shut down on March 31, 1985. Under these special circumstances it appears to be proper to dedicate an issue of the Esso News to: "How to look for a job". This topic has been handled in books, newspapers, magazines and seminars.

Obviously then, it is not possible to cover all possibilities or approaches in looking for a job in this one issue. This issue does, however, include some general suggestions that you can use to your advantage.

* * *

Dia 31 di October, 1984, Lago Oil & Transport Co., Ltd., a anuncia su intencion pa sera su portanan dia 31 di Maart, 1985. Bao di e circunstancianan especial aki, ta parce di ta apropia pa dedica un publicacion di Esso News na: "Con pa busca trabao". E topico aki a ser trata den buki, corant, revista y seminarionan.

Obviamente anto, no ta posibel pa cubri tur posibilidad y acercamiento den buscamento di trabow den e solo publicacion aki.

Sin embargo, e publicacion aki ta contené algun sugerencianan general cu bo por usa na bo beneficio.

HOW JOB

to look for a

Finding a job is not easy these days. Finding a job that would be perfect for you is even more difficult. To say the least: Finding a job is a job in itself. Before you start job hunting, you have some homework to do. First, take a good look at yourself.

Discover or rediscover your personal qualities. What are your strengths and your weaknesses?

What services can you offer to an employer? Think about your skills, knowledge, experience and abilities. You probably will discover quite a few positive qualities you forgot you had. Next, search out prospective employers. Scan through the "wanted ads" in the newspapers and contact your friends and relatives to find out whether they know of any business in need of a person with your qualifications.

You can also put on the list, those companies that you know employ people with your qualifications, even though they may not have any vacancies at the moment (they may put your data on file and contact you when they do have vacancies).

Now you can apply for a job! To do that, you have to go through the following steps:

- I. Write your curriculum vitae (also referred to as "resume" or "data sheet")
- II. Write your job application letter.
- III. Prepare yourself for an interview with the prospective employer.

These three items will be individually discussed in this issue.

First impression: your application letter

The job application letter is the letter you write to a prospective employer to apply for a job. Your goal is to get the employer interested in you to the extent that he will contact you for an interview. That is why this letter should truly represent you. Because it does, whether you know it or not.

Being unknown to the employer, this letter is your first opportunity to make a favorable impression. Use it! Your personality, individuality and background should all form part of that letter. The tone of such letter should always, however, be one of modest confidence in your abilities. The appearance of the letter should be

neat, with well-aligned margins, and without any grammatical or typographical errors.

The application letter is very personal, there are no definite rules as to how you should write it. There are, however, some guidelines, stated below, that you can follow, adding or subtracting until it fits your needs:

Paragraph I:
— State where/how you learned of the position
— Say that you are applying for a certain job

Paragraph II:
— Relate how your education and experience fit the employer's requirements

Paragraph III:
— Mention personal qualifications

EXAMPLE 1

Legostraat 19
San Nicolas
Aruba, Netherlands Antilles

January 5, 1985

Mr. John Smith
Managing Director
Smith & Muller Company
12 NW 21st
Miami, FL 33409
U.S.A.

Dear Mr. Smith:

Your ad for an Accountant in your Marketing organization in last Saturday's Herald is of special interest to me because it calls for qualifications which correspond with my background and job objective.

You will note from my enclosed resume that I have a good professional background in financial accounting, and also some years of experience in the marketing field.

I would like to be employed by a company such as yours, which I consider to be one of the most promising in the area. With seven years of experience at one Company, I am looking forward to new challenges which I know will await me as an Accountant with your firm.

May I ask you to read the resume and permit me to phone your secretary next week for an appointment? I look forward to meeting with you.

Sincerely yours,



Jonathan Jones

— Explain why you would be successful in such a position and why you are interested in that kind of business.

Paragraph IV:

— Refer to your resume which should be attached to your letter.
— Express your wish for an interview.

Do not try to say too much in your application letter. It should not be longer than one page. All other information should be covered in your resume. The two examples, on pages 2 and 3, will give you a better idea of what an application letter looks like.

Please note that you should send a personal letter to every company where you apply for a job. Do not send photocopies of standard letters of different firms. That would show a lack of interest and common courtesy.

CON *pa busca* TRABAO

No ta facil pa hanja un trabao den e temponan aki. Hanja un trabao cu lo ta perfecto pabo ta hasta más difícil. Pa bisé na un manera suave: Hanja un trabao ta un trabao ariba su mé. Pero promé bo cuminsa busca trabao, bo tin algun tarea pa haci. Promé, wak bo mes den spiel. Descubri di te-discubri bo cualidadnan personal. Kiko ta bo potencialnan y bo debilidadnan? Ki servicio bo por ofrecé un doño di trabao? Pensa ariba bo aptitudes y saber, experiencia y abilidadnan. Probablemente bo

lo descubri un bon cantidad di cualidadnan positivo di cual bo a lubidá cu bo tabata tin nan. Siguientemente, busca y scohe posible doñonan di trabao. Busca den e anuncionan den corantnan pa mira si tin oportunidad pa trabao y tuma contacto cu bo amigonan y familia pa averiguá si nan sá di cualquier negoshi cu tin mester di un hende cu bo cualidadnan. Tambe bo por pone ariba bo lista, e companianan di cual bo sá cu nan ta emplea hendenan cu bo cualidadnan, aunke por ta cu na e momento ey nan no tin oportunidad pa trabao (nan por pone bo datonan den nan "file" y tuma contacto cubo ora cu nan tin oportunidad pa trabao). Awor bo por aplicá pa un trabao. Pa haci esey, bo mester tuma e siguiente tres pasonan:

- I. Scirbi bo "curriculum vitae", esta un sumario personal y profesional (tambe yamá "resume", esta resumen of "data sheet", esta un sumario di datos).
- II. Scirbi bo carta di aplicacion pa trabao.
- III. Prepará bo mes pa un entrevista cu e presunto doño di trabao.

E tres puntunan aki lo wordo discuti individualmente den e edicion aki.

Promé impresion: bo carta di aplicacion

E carta di aplicacion pa trabao ta e carta cu abo ta scirbi na un posible doño di trabao pa aplicá pa un trabao. Bo meta ta pa logra haña e interes di e doño di trabao te den tal grado cu e lo tuma contacto cubo pa un entrevista. Ta pesé e carta aki mester realmente representabo. Pasobra e carta ta

EXAMPLE 11

Madurostraat 999
Oranjestad
Aruba, Netherlands Antilles

December 10, 1984

Mr. J. Smith
Secretary (Medical)
Insurance Unlimited
c/o P.O. Box 4300
Oranjestad, Netherlands Antilles

Dear Mr. Smith:

I was informed by one of your employees that you will soon have an opening for the position of secretary in your Medical Claims Department. I believe that I am qualified for that position, and am therefore sending you a copy of my resume.

My shorthand rate is 120 wpm; and my typewriting rate 70 wpm. I am experienced in the use of machine dictation and transcription equipment. I am also thoroughly familiar with the use of electronic display writers.

As you can see from the attached resume, I have experience in handling medical claims, and I believe that this experience will be quite useful at your Company also.

I am looking forward to an interview at your convenience. Insurance Unlimited is a company I know I would enjoy working for.

Sincerely yours,



Samantha Smith

haci esey, sea cu bo sá of no sá. Siendo un desconocido pa e doño di trabao, e carta aki ta bo promé oportunidad pa haci un impresion favorable. Uza e oportunidad aki! Bo personalidad, individualidad y bo antecedente, tur esaki mester torma parti di e carta ey. E tono di e carta mester ta semper, sin embargo, uno di un confianza modesto den bo abilidadnan. E apariencia di e carta mester te nechi y ordená, cu maugennan bon alineá, y sin ningun error gramatical of tipografico. Como cu e carta di aplicacion ta hopi personal, no tin reglanan defini pa loka ta trata e manera cu e carta mester wordo scirbi. Sin embargo, aki ta sigi algun consheo pa guia bo ora bo scirbi bo carta, agregando y kitando te ora e cumpli cu bo necesidadnan:

Parágrafu I:

— Mencioná unda/con bo a hanja sá di e posicion cu tin habri
— Bisa cu bo ta aplicando pa un cierto trabao

Parágrafu II:

— Relatá con bo educacion y experiencia ta cumpli cu e requisitonan di e doño di trabao

Parágrafu III:

— Mencioná bo cualidadnan personal
— Splica pakiko bo lo ta exitoso den un posicion asina y pakiko bo ta interesá den e tipo di negoshi ey.

Parágrafu IV:

— Referi na bo "curriculum vitae" (resumé) cual mester compaña bo carta. Tambe expresa bo desho pa un entrevista.

No purba bisa mucho den bo carta di aplicacion. E no mester ta mas largo cu un página. Cualquier otro informacion mester ta cubri den bo "curriculum vitae", esta e sumario personal y profesional. E dos ehemplonan, ariba pagina 2 y 3, lo dunabo un mihor idea tocante con pa scirbi un carta di aplicacion.

Por favor tuma nota cu bo mester manda un carta personal. No manda fotocopia di cartanan di modelo pa e diferente companianan. Esei lo muestra un falta di interés y cortesía común.

THE RESUME: A quick reference guide

Attaching a resume along with the application letter is almost a "must". The resume is basically a summary of your education and your professional advancement along with some personal details. It is very helpful to the prospective employer as a quick reference guide, and as such should not be longer than two pages. Usually, the resume contains the following information:

- Personal identification: full name, address, phones
- Educational background: start with the highest level of education, conclude with high school. Mention degrees, names of institutes, dates.

- Employment Experience: chronologically from present to past; include employment dates, job title, brief job description and if applicable a concise summary of your special accomplishments
- Memberships/Significant courses/Hobbies
- Personal data: date of birth, birthplace, nationality, health, marital status.
- References

Below follows some examples of a resume. Remember, though, that **you should shape the data to fit your particular needs. You can adapt the headings to suit your requirements, making deletions or adding new headings where appropriate.**

E RESUMEN: Un guía pa referencia rápido

Un carta di aplicacion mester wordo compaña pa un resumen. E resumen ta basicamente un sumario di bo educacion y bo adelanto profesional hunto cu algun detayenan personal. E ta hopi util pa e presunto doño di trabao como un guia pa referencia rápido, y como tal no mester ta mas cu dos pagina. Generalmente e resumen ta contené e siguiente informacion:

- Identificación personal: nomber completo, adres, number di telefon(nan)
- Educacion: cuminsa cu e nivel di educacion mas halto, terminando cu skol secundario. Haci mencion di bo gadonan, number di institucionnan, lechonan.

- Experiencia di empleo: cronológicamente di presente pa pasado; inclui lechonan di empleo, título di e trabao, un descripcion brebe di e trabao y si ta aplicable un sumario conciso di bo logronan especial.
- Miembresia: Cursonan significantes: Hobby-nan.
- Datonan personal: fecha di nacemento, lugar di nacemento, nacionalidad, salud, estado marital.
- Referencianan
Aki bao ta sigi algun ehemplo di un resumen. Corda, sin embargo, cu bo mester adaptá e datonan pa sirbi bo necesidadnan particular. Bo por adaptá e titulonnan pa sirbi bo requisitonan, kitando of agregando titulonnan nobo unda ta apropiá.

EXAMPLE 1CURRICULUM VITAE

John Smith
 Sinaasappelstraat 999
 Aruba, Netherlands Antilles
 Phones: 99999 (home)
 89999 (office)

OBJECTIVE

Initially obtain a position as a professional engineer with assignment covering any of the following areas: project design, project engineering, or cost estimating. Although a career in the professional field is acceptable, a managerial career is preferred.

EDUCATION

Bachelor of Science in Mechanical Engineering, Wheaton College, Boston, Massachusetts, U.S.A., 1974 - 1978.

Pre-college at Colegio Arubano, Aruba, Netherlands Antilles. Diploma. 1969 - 1974.

EMPLOYMENT EXPERIENCE

- Summary: Six years of engineering experience at Lago Oil & Transport Co., Ltd., an Exxon affiliate in Aruba.
- 1982 - Present: Project Engineer. Primary responsibilities included project development from initial phase through cost estimating, funds approval, and actual implementation of projects varying in size from \$50,000 to \$1,000,000. Job responsibilities during the execution phase included field follow-up, safety precautions, job and manpower scheduling, final documentation and dealings with middle and executive management during all phases of the project.
- 1980 - 1982: Contact Engineer with the Company's Energy Conservation Section. Monitor and analyze energy balances of furnaces and make recommendations for improvement.
- 1973 - 1980: Engineer. Prime responsibilities included investigating problem areas in the field of rotating equipment. Make recommendations for improvements. Stress analysis of structures, both steel and concrete.
- Summer 1976/77: Summer student with the same Company. Project: update piping drawings for the Alkylation Plant.

MEMBERSHIP

Aruba Engineering Society.

HOBBIES

Chess, swimming, tennis.

PERSONAL DATA

Born: August 7, 1956, Aruba
 Nationality: Dutch
 Status: Married, two children
 Health: Excellent

REFERENCES

Will be provided on request.

EXAMPLE IICURRICULUM VITAE

John Smith
 Sinaasappelstraat 999
 Aruba, Netherlands Antilles
 Phones: 99999 (home)
 89999 (office)

JOB EXPERIENCE

1982 - Present: Advanced Electrician, Lago Oil & Transport Co., Ltd., an Exxon affiliate in Aruba. Responsibilities:

- Troubleshooting, repair, and general maintenance of electrical power systems (110 - 220 - 440 - 2,400 - and 13,800 Volts), including cable splicing, installation of conduits, pullboxes, substation equipment, and relay calibration.
- Installation of new power systems from engineering drawings.
- Installation, troubleshooting, repair, and general maintenance on the Company's telephone system, including the telephone exchange.

1978 - 1982: Electrician, Lago Oil & Transport Co., Ltd., Aruba.
 Duties:

- Training phase for advanced electrician status. Duties included all of the above, usually accompanied by an advanced electrician.

EDUCATION

1974 - 1978: Pre-college Engineering School (MTS), Aruba. Degree in Electrical.

SPECIAL SKILLS

- Familiar with the Critical Path Method for work planning.
- Certificate in Electronics from
- Certificate in Computer Programming (Basic, Cobol, PLI) from

PERSONAL DATA

Born: August 7, 1956, Aruba
 Nationality: Dutch
 Status: Married, two children
 Health: Excellent

REFERENCES

Will be provided on request.

EXAMPLE IIICURRICULUM VITAE

John Smith
Sinaasappelstraat 999
Aruba, Netherlands Antilles
Phones: 99999 (home)
89999 (office)

OBJECTIVE

Obtain a position as process operator in a petro-chemical or chemical plant.

JOB EXPERIENCE

Over six years of experience as operator at Lago Oil & Transport Co., Ltd. an Exxon affiliate in Aruba.

1982 - Present: Panel Operator

Direct and give guidance to operating personnel to ensure smooth and efficient operating of process units including start-ups and shutdowns. Record operating data and prepare necessary documentation for turnover at shift changes. Work from posted, written, and oral orders issued by a shift supervisor or higher authority. Confer with preceding and relieving operators. See that operating conditions on the units are maintained in accordance with instructions and make any necessary changes to ensure proper product quality.

1978 - 1982: Assistant Operator

Worked from instructions and under direction of field and panel operators. Visually inspected furnaces and other process equipment at regular intervals to ensure that satisfactory operating conditions were maintained. Replaced the operator on an acting basis when that was required. Kept records of all instruments which were not automatically recorded at the Control House.

EDUCATION

1975 - 1978: Pre-college Mechanical Engineering (MTS); diploma; Aruba.

1971 - 1975: Trade-school; metals trade; certificate; Aruba.

PERSONAL DATA

Born: August 7, 1956, Aruba
Nationality: Dutch
Status: Married, two children
Health: Excellent

REFERENCES

Will be provided on request.

You have already come a long way if you've been contacted for an interview by a prospective employer. It means that your application letter and resume have made a favorable impression on him. It also means that the employer is willing to consider you for a position in his company. The decision that he will take now depends on your interview. Someone once said that the best guides to follow in an interview are "your own sense of judgement and good taste, the interviewer's manner, the type of position, and your own strongly held principles and standards."

There are, however, some general suggestions you may consider:

- Before you go on the interview, learn all you can about the company you are applying at and the position you are applying for. The interviewer may ask you why you

THE INTERVIEW

chose his company or that specific position.

- Be prepared to answer questions about your past experiences, positions, training, hobbies and personal characteristics. Do not just repeat what is in your letter or resume; expand a little on it.
- At least for the last minute of the interview, the interviewer will absorb what he sees. Therefore your dress, cleanliness, neatness and politeness, in all details, are of utmost importance.
- Give full, but not longwinded, answers to every question asked. In general, a simple "yes" or "no" would be impolite. Give direct, specific and detailed answers.
- Do not criticize your past employers/companies. The interviewer may conclude that you will do the same to his company.

Look directly at the interviewer(s) when answering or listening.

- You should not bluff! Neither should you show any form of extreme self-depreciation.

As we said before, **the best guides to follow are your common sense and good judgement. Be your best self, and success!**



aplica pe. E persona cu entrevistabo lo por puntaha pakiko bo a kies e compania of e posicion specifico ey.

- Sea prepara pa contesta preguntanan ariba bo experiancianan, posicionnan, entencamentu, hobby y caracteristicanan personal. No repeti solamente lo cual bo tin ariba bo carta of resumen kaba, expande un poco ariba dje.
- Por lo menos pa e prome minutu di e entrevista, e persona cu ta haci e entrevista lo ta absorbando lo cual e ta wak. Pesev mes, bo manera di bisti, limpieza, netheid, y bon manera, den tur detaye, ta di mayor importancia.
- Duna contestanan henter, pero sin papia di mas, na tur pregunta cu ser haci. En general, un simple "si" of "no" lo ta sin manera. Duna contestanan directo, specifico y detaya.

E ENTREVISTA

Ya bo lo a logra hopi kaba si bo a ser acerca pa un entrevista cu un prospecto dunador di trabao. Esey kiermeen cu bo carta di aplicacion y bo resumen a haci un impresion favorable ariba dje. Esey kiermeen tambe cu e dunador di trabao kier considerabo pa un posicion cu su compania. E decision cu e lo toma awor, ta depende ariba bo entrevista cu ne. Un hende a yega di bisa cu e mihor guianan pa sigi den un entrevista ta "bo mesun sentido di huicio y bon smaak, e maneranan di esun cu ta entrevistabo, e tipo di posicion cu bo ta buscando, y bo mesun principio y estandartenan cu bo ta atene bo mes luestamente na nan." Suembargo, tin algun sugerencia general cu bo lo kier considera:

- Prome cu bo bai e entrevista, sifa tuu lo cual bo por di e compania na unda bo ta aplica y di e trabao cu bo ta

- No critica e dunadornan di trabao compamanan pa ken bo a traha den pasado. E persona cu ta haci e entrevista lo por conclui cu bo lo haci mesos cu su compania.
- Wak e personalnan carta entrevistabo den su nan carta ora cu bo contesta of scucha.
- Bo no mester bluff! Lampoco bo no mester musta niun forma di falta di aprecio propio.

Manera cu a ser bisa prome, e **mihor guianan pa sigi ta bo sentido comun y bon huicio. Sea bo mes, den bo mihor forma,** y EXITO!

Bon Pascu
Feliz Aña
1985



Christmas Greetings



The President's Message



Merry Christmas
and a
Happy New Year!

It is again Christmas time and we are very rapidly approaching the end of another year; the end of a year, 1984, which has been difficult and trying for all of us.

We began this year with a clear indication that things had to change in Lago's operation. Lago has signed a contract with its crude supplier which was obviously detrimental to the livelihood of the refinery. Steps were taken early in the year to reduce the impact of these changed conditions. As a team we reacted very effectively and were able to reduce significantly operating costs and increase the refinery's productivity. Major improvements were achieved in all operating areas, such as safety, reliability, oil loss, yields, etc. in a very short time.

Yet the worldwide refining environment dictated our overall course of action. We needed to secure an acceptable long-term supply agreement from our traditional crude supplier. Although a high degree of effort and stamina was put into achieving this objective, the desired results was not realized. So this year, 1984, the refinery announced its decision to cease operation. But not before all other possible alternatives had been thoroughly evaluated.

We are fully aware of the impact of the Refinery shutdown on our employees and the community at large. We know that Lago cannot solve all these problems, but we try to alleviate them as much as possible with our separation program and our efforts to help people to develop new jobs. Christmas time is traditionally a period of celebration, but also a time of reflection. Looking back there are numerous things we have to be thankful for. The high degree of maturity and sense of responsibility displayed by Lago's employees during this year is certainly one of those we recognize and are very proud of.

As members of this community, the actions and decisions of 1984 have affected all of us. But let us look at the future with confidence and determination. During Christmas we celebrate the birth of a new tomorrow. Let's all put our efforts towards making that tomorrow a beginning of a new era. A new era that some day we will all be proud of.



Ta temporada di Pascu atrobe y nos ta acercando rápidamente e fin di un otro año; un año 1984, cual tawata difícil y duro pa nos tur.

Nos a inicia e año cu un indicacion muy claro cu asuntunan mester cambia den operacion di Lago. Lago a firma un contract cu su abastecedor di crudo cual claramente tawata perhudicial pa sobrevivencia di e refineria. Pasonan a ser tumá na principio di año pa reduci e impacto pa e condicionnan diferente aki. Como un team nos a reacciona cu hopi efectividad y tawata posible pa nos a reduci gastonan di operacion considerablemente, y aumenta productividad di e refineria. Mehoranzanan grandi a ser alcanzá den tur area di operacion, manera seguridad, dependibilidad, pérdida di azeta, produccion, etc. den un tempo mashá corto.

Sinembargo, e ambiente di refinacion mundial a dicta nos accionnan totalmente. Nos tawatun mester di sigura un acuerdo di abastecimiento acceptable a largo plazo cu nos abastecedor tradicional. Aunke cu un nivel halto di esfuerzo y vitalidad a ser usá pa logra e obhetivo aki, e resultadonan deseá no a

Mensaje di President

worde realizá. Asina cu e año aki, 1984, e refineria a anuncia su decision pa cera. Pero no promer cu otro posible alternativanan a ser evaluá completamente.

Nos ta completamente na haltura di e impacto cu e cierre di e refineria tin ariba nos empleadonan y e comunidad en general. Nos sa cu Lago no por solucionan tur e problemanan aki, pero nos ta purba di alivia nan tanto cu ta posible cu nos programa di terminacion y cu nos esfuerzonan pa yuda personanan pa desaroya trabaonan nobo.

Temporada di Pascu ta tradicionalmente un periodo di celebracion, pero tambe un periodo di reflexion. Tirando un bista atras, tin hopi cos cu nos por ta agradecido p'è. E nivel halto di madurez y sentido di responsabilidad desplega door di empleadonan di Lago durante e año aki ta seguramente un di nan cu nos ta reconece y ta orguyoso di dje.

Como miembro di e comunidad aki, e accionnan y decisionnan di 1984 a afecta nos tur. Pero laga nos mira futuro cu confianza y determinacion. Durante Navidad nos ta celebra e nacemento di un mañan nobo. Laga nos tur dirigi nos esfuerzonan pa haci e mañan ey e principio di un era nobo. Un era nobo cual algun dia nos tur lo ta orguyoso di dje.

Season's
Greetings



**Bon Pascu y
Feliz Año Nobo!**

The ESO News cover and centerfold drawings were created by Stan Kuiperi, a local artist and arts teacher. He has received his master's degree in Art Education in Holland in 1982, and has worked full-time as a painter and photographer since then, living and having exhibitions in France and Holland. His work is mainly based on semi-abstract compositions inspired by elements existing in Aruban landscapes. Stan Kuiperi is presently residing on Aruba

WHY NOT ALWAYS?

Are you willing to forget what you have done for other people and to remember what other people have done for you; to ignore what the world owes you and to think what you owe the world; to put your rights in the background and your duties in the middle distance and your chances to do a little more than your duty in the foreground; to close your book of complaints against the management of the universe and look around for a place where you can sow a few seeds of happiness - are you willing to do these things even for a day? Then you can keep Christmas.

Are you willing to stoop down and consider the needs and the desires of little children; to remember the weakness and loneliness of people who are growing old; to bear in mind the things that other people have to bear in their hearts; to try to understand what those who live in the same house with you really want, without waiting for them to tell you; to trim your lamp so that it will give more light and less smoke and to carry it in front so that your shadow will fall behind you; to make a grave for your ugly thoughts and a garden for your kindly feelings, with the gate open - are you willing to do these things even for a day? Then you can keep Christmas.

And if you keep it for a day, WHY NOT ALWAYS?

But remember, you can never keep it alone



Bq./ Pa:

PAKIKO NO PA SEMPER?



Bo ta dispuesto pa lubida loke bo a haci pa otro hende y corda solamente loke otro hende a haci pa bo; pa haci manera bo no sabi kiko mundo debe bo y pensa solamente riba loke abo mes debe mundo; pa pone bo derechonan te patras aya, pone bo obligacionnan den medio distancia y pone bo chens di haci djis un poco mas cu loke ta bo deber mas promer cu tur cos; di sera y warda bo bukinan di kehonan contra maneho di universo y busca rond di bo un lugar caminda bo por sembra algun simiya di felicidad - bo ta dispuesto pa haci e cosnan ey maske ta pa un dia? Anto bo por celebra Pascu.

Bo ta dispuesto pa baha bo cabez y considera necesidadnan y deseonan di muchanan chiquito; di recorda con zwak y solitario hendenan di edad ta; di tene den bo memoria cosnan cu otro hende mester tene den nan curazon; di haci un esfuerzo pa comprende loke esnan cu ta biba den e mes cas cu bo realmente ta desea, sin warda te ora nan mes bisa bo; di ahusta bo lampi di tal manera cu e ta duna mas luz y menos huma y di charge bo dilanti asina cu bo sombra ta cai patras di bo; di coba un graf y dera bo mal pensamentunan y traha un hardin pa bo sentimentunan cariñoso y laga porta tranki pa nan - bo ta dispuesto di haci e cosnan ey durante un dia? Anto bo por celebra Pascu.

Y ora cu bo por haci e cosnan ey pa un ora, PAKIKO NO PA SEMPER?

Bo ta no lubida, bo no por celebra Pascu bo so.

Every year the same types of accidents occur during the holiday season. No doubt they will again occur this year, but following the hints given below may help you avoid them from happening to you or your family.

Drinking & Driving

You have heard it once, twice, a hundred times, and it's worth repeating: Never, never mix alcohol with driving. The mixture is an explosive one. Of course it is by far preferable not to drink alcohol; but if you're going to, take along a friend who does not drink — take a taxi — take a bus — anything that keeps you away from a steering wheel after drinking. Remember, killing or hurting yourself is one thing, but how would you feel having to live with the knowledge that you killed or hurt someone else because you would not control your drinking?

Christmas Decorations

Electricity cannot be seen, cannot be heard, but it can surely be felt with fatal effects. Here are some simple rules to follow when applying electrical lighting as

Having a safe



Holiday Season

Christmas decoration: Inspect the lighting sets for frayed wires, loose connections, and broken sockets. Christmas lights can put an extra strain on the electrical circuit on which they are placed. If you are not sure about the circuit's limits,

ask a qualified electrician. Do not use tacks and/or nails to keep wires in place, use special brackets made for this purpose. Wax candles should not be placed on or near a Christmas tree and do not place lights on metal (artificial) trees. Watch your children when they're near the tree. They love to play with the bulbs. This is dangerous, however, as they can get burned or cut if a bulb breaks. If they loosen the bulb and play with the socket, they can even receive an electrical shock.

Around the Home

This is also the time when extensive repairs, painting, and upgrading is done to our homes. Needless to say that when working around the house, you should also exercise safety. Use the right tools, use good ladders, don't lean over too far to reach that last piece of wall or beam.

We owe it to ourselves and our families to come through these holidays safely. Lets do it!

Pasando un temporada di fiesta

Cada aña e mesun tiponan di accidente ta ocurri durante e temporada di fiesta. Sin duda nan lo ocurri e aña aki atrobe, pero siguiendo e sugerencianan mencioná aki abao, por yudabo pa evitá cu nan lo pasa cu bo of bo familia.

Bebiendo y Manehando

B'a tende un, dos, cien biaha, y e ta vale-la-pena pa wordo ripiti: Nunca, nunca mezcla alcohol y manehandamento di auto. E mezcla aki ta uno cu ta explosivo. Ta claro cu lo ta mas preferible pa no bebe alcohol, pero si bo ta bai bebe, hiba un amigo cu bo cu no ta bebe — tuma un taxi — bai cu bus — cuakier cos cu ta tenebo lew for di un stuurwiel despues di a bebe. Corda bon, matando di heridando bo mes ta un cos, pero con lo bo sinti si bo mester biba cu e y conocimiento cu bo a mata di herida un otro hende pasobra bo no kier a controla bo bebemento?

Decoracionnan di Pascu

Coriente ta algo cu nos no por



mira, cu nos no por tendé, pero cu indudablemente nos por sinti cu electronan fatal. Aki tin algun regla simpel pa nos sigi ora di colga luz electrico manera decoracion di Pascu.

Inspeccioná e serie di luznan pa mira si tin waya cu a lñaña, coneccionnan cu ta los y "socket" nan cu ta kibrá. Luznan decorativo di Pascu por pone un tension adicional ariba e circuito eléctrico ariba cual nan ta wordo conectá. Si bo no ta sigur tocante e limítanan di e circuito, puntra un electricista competente. No uza punaise y/of clabo pa tene wayanan na nan lugar. Uza "bracket" nan special, trahá pa e propósito aki. Belanan di "wax", esta parafina, no mester wordo poní ariba of cerca di kerstboom, y no pone luz den kerstboom artificial. Tira un vista ariba bo

yuinan ora cu nan ta cerca di e kerstboom. Nan ta gusta hunga cu e bombillonan. Esaki ta peligroso, sinembaigo, como cu nan por haña kimá or cortánan si e bombillo ta kibrá, of un "shock" di coriente si nan los e bombillo y hunga cu e "socket".

Trabaonan rond di cas

Esaki tambe ta e temporada cu reparacion extensivo, verlimento y mehoracion wordo haci na nos casnan. Ta innecesario pa bisa cu ora di haci trabaonan rond di cas, tambe bo mester hercé e seguridad. Uza e herment correcto, uza trapinan cu ta den bon condicion y no rek y colga mucho lew over di e punta di e trapi pa yega na e ultimo pida muraya of balki.

Nos tin un obligacion pa cu nos mes y nos lamilianan pa pasa e temporada festivo aki sigur. Laga nos haci esey!

HOLIDAY BLUES

By: Dr. LARRY CROOK

The holiday season will soon be here again, and so will the opportunity to overindulge in food and drink. How many of us have "guzzled ourselves" "never again" only to overdo it again the next year?

Indigestion is that unpleasant feeling in the stomach that comes after overeating. Drug companies have made millions of dollars selling remedies for this condition. But the best treatment is simply to prevent it - don't overeat. This simple step will also help to prevent weight gain at holiday time.

Hangover is another of the penalties for overdoing it. Alcohol, when taken to excess, not only causes the dreaded hangover, but also can cause internal bleeding and liver disease. Many traffic accidents, not to mention home accidents, are caused by alcohol. How many Christmas holidays haven't been marred by family

fight as a result of too much alcohol? This Christmas, drink sensibly. Two beers, or two ounces of whiskey, or two glasses of wine, or five, they have the same amount of alcohol and therefore



have the same effect, but drinking more than two can lead to trouble.

Sleep is also important. Lack of sleep causes a decrease in one's physical and mental abilities. This can also lead to accidents, fights, and an inability to handle the many stresses that we will all have to face this particular holiday season.

We should all use common sense this holiday season. Eat sensibly. Drink moderately, or not at all. Get a good sleep every night. Moreover, do not forget to continue any medicines that have been prescribed. Alcohol can be taken safely while using some medications, but certainly not all. So always ask first.

If you follow these simple, and obvious, guidelines you will avoid those holiday blues. Then you and your family can have a very healthy and happy Christmas - which is what all of us really wish.

E mahestarnan di dianan festivo

Temporada di fiesta lo ta un oportunidad pa come y bebe demasiado. Tanto di nos no a algun nos mes "nunca mas", y otro ta haci e mesun cos otro ta e siguiente?

Indigestion ta e sensacion desagradable den bo stoma cu ta veni despues di a come dimas. Compañianan di medicamento a crea millones di dolar hendiendo remedian pa e condicion aki. Pero e mihor tratamento ta simplemente pa preveni esaki - no come dimas. E paso simple aki tambe ta yuda preveni subimento di peso durante e dianan festivo.

Wayaba ta un di e otro castiganan di haci dimas. Alcohol, ora cu bebe demasiado di djé, no solamente ta causa e wayaba desagradable, pero tambe sangramento interno y malesa na

festivo

ligta. Hopi accidente di trafico, pa no hisa nada di accidentenan na cas, ta causá pa alcohol. Cuanto dia festivo den tempo di Pascu no a wordo dañá pa pleitonan den familia a consecuencia di mucho alcohol? E Pascu aki, hebe razonablemente. Dos serhez, of dos "ounce" di whisky, of dos glas di biña, ta bon, nan tin e mesun cantidad di alcohol y pesé e mesun efecto), pero mas cu dos por conduci na problema.

Soño tambe ta importante. Falta di soño ta causa un disminucion den nos abilidadnan físico y

mental. Esaki tambe por conduci na accidentenan, pleito, y un incapacidad pa trata cu e hopi tensionnan cu no tur tin cu enfrentá e temporada di fiesta aki.

Nos tur mester uza sano juicio e temporada di fiesta aki. Come razonablemente. Bebe moderadamente, of no bebe mes. Diumi suficiente tur anochi. Tambe, no lubidá pa sigi tuma cualkier remedi cu a wordo prescribi. Cu algun medicamento bo por bebe alcohol sin peligro, pero esaki seguramente no ta e caso cu tur. Pesé semper punta pa omé.

Si bo sigi e consehonan simple, y obvio, aki, bo lo evitá e mahestarnan di dianan di fiesta. E ora es algo y bo familia por pasa un Pascu hopi saludable y contento - lo cual ta loke nos tur realmente ta desea.

Pa: Dr. LARRY CROOK

